

Position Title: **McGrath Breast Care Nurse**

Campus: Ballarat

Directorate: Hospitals

Department: Cancer Services

Reporting to: Director Ambulatory Care & Cancer Services

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Registered Nurse Division 1 Range: RN CNS YS9 CAPR 1 -> RN CLIN CONS ZA7 CAPR 4.1 (Depending on experience)

Enterprise Agreement: Nurses & Midwives (Victorian Public Health Sector) Single Interest Employers) Enterprise Agreement 2024-2028

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The McGrath breast care nurse (BCN) is defined by Cancer Australia as a “registered nurse who applies advanced knowledge of the health needs, preferences and circumstances of women with breast cancer to optimise the individual’s health and well-being at various phases across the continuum of care, including diagnosis, treatment, rehabilitation, follow-up and palliative care. This advanced knowledge is based on an in-depth understanding of theory and research relevant to the field of breast cancer nursing. Specifically, BCN practice incorporates advanced knowledge and skills in supportive care, including providing specialized and tailored information and education, psychological support, and clinical care”.

The BCN adapts his/her practice according to the specific and changing needs of individual women, considering their multiple health needs, concerns and preferences for care. The BCN facilitates continuity of care between different phases of the cancer journey, care settings, care plans and care providers

KEY ACCOUNTABILITIES:

Application of Advanced Breast Cancer Knowledge and Skills

- Provision of specialised breast care, information, education, and support to clients relating to breast cancer in accordance with evidence based clinical practice guidelines and the McGrath Model of Care.
- Develop, implement and promote evidence based BCN standards and policies that are compliant with relevant professional, industrial and legislative requirements of the health service.
- Plan, coordinate and provide advanced breast care management across the care continuum to patients with breast disease, from the point of diagnosis, through treatment, rehabilitation, follow-up and palliative care, where appropriate, in accordance with recognised clinical practice guidelines.
- Work with members of the multidisciplinary care team to identify and support patients at higher risk, or exhibiting high levels, of psychological distress at the time of diagnosis and on a regular basis using a systematic evidence-based approach, and refer for appropriate support and onward referral.
- Continuously evaluate the patient’s condition and response to interventions in a timely manner and modify the BCN management plan when necessary to achieve optimal health outcomes for patients with breast cancer.
- Communicate effectively with other members of the health care team to facilitate efficient, timely and comprehensive assessment and identification of current and potential emotional, psychological, physical and practical needs of patients with breast cancer and their families and /or carers.

Promotion of Multidisciplinary Care

- Establish a working relationship, and work collaboratively, with multidisciplinary team members across the continuum of care.
- Liaise with general practitioners, specialist oncologists, cancer care coordinators, community nurses, palliative care and local hospital staff in order to build an efficient and appropriate referral network and framework of support for breast cancer patients.
- Act as a patient advocate to the multidisciplinary team and facilitate a treatment care plan appropriate for the patient’s individual needs.

- Actively facilitate the involvement of the client as a partner in the multidisciplinary team, and ensure that outcomes from multidisciplinary care meetings are incorporated into the care plans of patients.
- Contribute, as part of the multidisciplinary team, to the review of the individual patient's care outcomes and continuous improvement of breast cancer services.

Facilitation of Client-Focused Support and Treatment

- Facilitate and provide appropriate individualised information, education and support to patients/carers regarding treatment modalities, supportive care and practical assistance relevant to their needs.
- Promote a patient's ability to participate in care decisions and self-management of health needs, according to assessment of patient's preferences and resources, while ensuring the patient has access to appropriate information on which to base decisions.
- Develop, implement and continuously review a comprehensive care plan that is consistent with patient's needs and decisions, and that incorporates interventions to promote continuity of care.
- Coordinate the patient's treatment journey ensuring that key elements of care occur in an ordered and timely manner and that information is collected and available to ensure appropriate treatment decisions can be made.
- Demonstrate a comprehensive knowledge of health services and community resources relevant to breast cancer care across the continuum.

Provision of Client-Specific Information

- Develop, implement and evaluate a plan for providing comprehensive, individualised and timely information to patients about breast cancer and its treatment and effects, including emotional and supportive care issues, and identifying appropriate local referral pathways for women with breast cancer and their families / carers.
- Continuously assess the client's understanding of their clinical circumstances, treatment and care plan, and preference for information, support and resources.
- Demonstrate comprehensive and advanced knowledge of the pathophysiology and progression of breast cancer, and current evidence regarding breast cancer treatments across the care continuum, and the short- and longer term effects of breast cancer and its treatments.
- Demonstrate comprehensive knowledge of informational resources for breast cancer clients and facilitate access to resources relevant to client needs and preferences.
- Support and clarify information provided to the client by other members of the multidisciplinary care team (where present) regarding breast cancer and its management.

Commitment to Maintenance of Professional Standards

- Maintain a high level of clinical expertise and knowledge through participation in ongoing education and professional development activities.
- Critically appraise and integrate relevant research findings and other developments in decision making about breast cancer care.
- Use relevant sources to seek additional knowledge / information when presented with complex or challenging situations.
- Recognise boundaries of own knowledge/expertise, and ensure clients are referred to multidisciplinary care team members for access to additional support and areas of expertise.

Act as a Breast Cancer Resource

- Provide expert advice and professional support to nursing colleagues and others involved in breast cancer care about clinical management and professional issues in breast cancer nursing.
- Disseminate information about research and other developments in breast cancer care to nursing colleagues and others involved in breast cancer care.
- Promote the development of consumer-based support groups and refer clients to useful community-based resources, such as the Cancer Council Helpline.
- Promote the BCN service throughout the health service / region by ensuring that key personnel at all levels (e.g. from health facility receptionist to surgeon) are aware of the BCN role.

Keep reporting up to date

- Ensure specific data required by the Foundation is added to the relevant McGrath Foundation controlled database on a regular and timely basis

KEY ACCOUNTABILITIES:

Essential Attributes

- Be eligible for registration as a Registered Nurse or Registered Midwife with the Australian Health Practitioner Regulation Agency (AHPRA) and hold a current Practising Certificate.
- Minimum of five years post registration experience in either surgical or medical oncology, ideally with at least three years' experience as a breast care nurse, or related discipline.
- Relevant experience in the management of patients with breast cancer (and/or oncology nursing experience);
- Demonstrated experience working effectively within a multidisciplinary team and independently
- Demonstrated ability to deliver quality patient care;
- Demonstrated time management, organisation and planning skills;
- Demonstrated commitment to total quality management and improved health care outcomes;
- High level verbal and written communication skills;
- Demonstrated commitment to developing and improving personal education skills appropriate to the position;
- Demonstrated knowledge of health care education

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.

- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic,
- linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.