

Position Title: Clinical Nurse Consultant - Memory Support

Campus: Ballarat

Directorate: Community Aged Programs

Department: CHSP and HACC PYP

Reporting to: Manager CHSP & HACC PYP

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Clinical Nurse Consultant CAPR3 (ZF4)

Enterprise Agreement: Nurses & Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement.

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

As a CNC focusing on memory support, you will provide specialist and holistic care to clients and their carers living in the community, in relation to their mild cognitive impairment (MCI), dementia, other cognitive changes impacting function and chronic and complex needs. The program will provide support under Commonwealth Home Support Program (CHSP) with a focus on wellness and reablement.

Most people want to stay at home for as long as possible, to support this CHSP provides a range of in-home, and centre based aged care services. These services help people to stay independent and safe in their own homes and delay or avoid high level care such as residential care or unnecessary hospitalisation.

The CNC- Memory Nurse provides strong clinical leadership and direct care of clients in the community and will focus on the reduction of preventable hospital readmissions and improving quality of life for clients and their carers. The role requires advanced clinical practice skills, champions evidence-based practice and service development activities, and provides expert clinical nursing support and education to community clients and colleagues.

This is a diverse and complex role, located at Ascot Street. The Memory Nurse will work closely with the Respite and Social Support Program - Ballarat providing support as needed, and includes developing collaborative relationships with other service providers and health care professionals both internally and externally, including but not limited to the Allied Health team, Manager of Respite and Social Support Program (Ballarat) and nurses, and CDAMs Clinic.

KEY ACCOUNTABILITIES

- Nursing specific interventions as required by the client's presenting issues. All care provision must be in line with contemporary nursing practice and comply with all legislation and nursing standards and follow the principles of:
 - Person-Centred and Holistic Assessment
 - Dignity in Risk
 - Fostering resilience for carers and family
 - Wellness and reablement
 - Evidence Based non-pharmacological intervention and meaningful engagement
 - Future planning including early intervention, crisis/future planning, initiation of supports and services with a focus on integration of care
 - Timely referral to ongoing or specialist services
- Provide high level of skills in clinical decision making, including analysis and interpretation of clinical data and problem identification.
- Act as a mentor and positive clinical role model to Respite and Social Support (Ballarat) nursing team.
- Act as a resource person and provide education on management of behavioural & psychosocial symptoms of cognitive change to clients, carers & colleagues.
- Actively participating in team meetings and contributing to multidisciplinary case conferences to ensure patient centred care as required.
- Strong collaborative approach with Multidisciplinary team and the Occupational Therapists in providing nursing aspect of Caring of People with Dementia in their own Environment (COPE) Program.

KEY SELECTION CRITERIA

Qualifications and experience

- A Registered Nurse Division 1 with AHPRA and hold a current practicing certificate.
- Post Graduate qualifications in a relevant field
- Demonstrated knowledge of and/or experience in contemporary nursing working with older people, people with dementia and people with complex needs.
- Demonstrated experience in:
 - Advanced/Complex assessment and clinical reasoning skills
 - Strength based, person centred approach to working with people
 - Client advocacy ensuring client participation in all care/service planning.
 - Working within a multidisciplinary team
 - Working with community service providers
 - Service care options for older people
 - Advanced knowledge of My Aged Care
- Highly developed interpersonal skills with the ability to develop and maintain professional relationships with all levels of management, staff, and the community
- Highly developed time management & organisational skills
- Demonstrated ability to use Information Technology and computer literacy skills
- Current Victorian Driver's Licence

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 an 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 by 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.