

**Date reviewed: November 2021**

<b>Position Title:</b>	<b>Clinical Nurse Consultant, Nightingale Program</b>
<b>EFT:</b>	TBC
<b>Department:</b>	Client Services
<b>Location:</b>	SA
<b>Classification:</b>	Registered Nurse – Level 3, Nurses Award 2010
<b>Position Reports to:</b>	Team Leader, Client Services SA
<b>Position Supervises:</b>	NIL
<b>Delegation of Authority level:</b>	Employee

### About Us:

Dementia Australia is the national peak body and source of trusted information, education and services for the estimated half a million Australians living with dementia, and the almost 1.6 million people involved in their care. We advocate for positive change and support vital research. We are here to support people impacted by dementia, and to enable them to live as well as possible. Our commitment to a shared set of values shapes our decisions, actions and behaviours towards achieving our core purpose and strategic priorities.

- **We connect** by promoting a people centred way of working and respecting all
- **We collaborate** in a supportive manner with each other, other teams, clients and external parties
- **We commit** to our purpose and direction, accountable for our actions and support the innovations, reshaping the way we do things

## Purpose of Position:

Reporting to the Team Leader, Client Services SA, the Clinical Nurse Consultant, Nightingale Program, as a sole practitioner, will be responsible for the provision of relevant specialist nursing assessment, information, guidance, and support to enable people and their families to live well at end stage and palliative stages of dementia. Using a person centred and palliative approach to care, the Clinical Nurse Consultant, Nightingale Program will provide comprehensive nursing assessment to develop strategies and implement support plans. The Clinical Nurse Consultant, Nightingale Program will refer clients to other services such as Dementia Support Specialists, Counselling, other community services, and health services. This autonomous role incorporates an element of dementia and nursing specific education for professionals, awareness raising for the general public and capacity building with service providers.

### Position Objectives and Responsibilities

#### Service Delivery

Offers specialist nursing community based support to clients, their families and carers living with advanced stages of dementia and/or approaching end of life.

Undertake a high standard of holistic nursing assessment utilising standardised nursing assessment tools appropriate to the clinical presentation.

Ensure triage of referrals and timely allocation of program resources for appropriate referrals.

Provide detailed care planning following assessment, using a person centred and multidisciplinary team approach.

Provide information including psycho-educational and psycho-social interventions and resources about complex health symptoms associated with dementia, end stage dementia and end of life to people diagnosed with dementia, their families, and carers.

Implement and adhere to best practice in care for people with dementia which includes early integration of a palliative approach, rehabilitation to maximise function, psychosocial and spiritual care, family care and optimal symptom management.

Provide nursing assessment, review and other feedback reports and recommendations to the clients GP, medical consultants and other relevant health professionals.

Consult with, and submit formal draft reports to, a consultant geriatrician to the Nightingale Program.

Work closely with services involved in end stage dementia and end of life care including GPs and other primary health services, nurse practitioners, palliative care services, Dementia Behaviour Management Advisory Services (DBMAS), geriatricians and other specialists, Primary Health Networks and Geriatric Evaluation Management (GEM) units, etc.

Clinical reporting with recommendations for care and medication management under supervision of consultant geriatrician.

Encourage and assist people with dementia to consider future planning including Advance Care Directives.

Provide short term follow up for families and carers of the service as required following the death of someone with dementia.

Communication and consultation with the client, their carers and family, health, and aged care team members.

Attend relevant case conferences, support and care planning meetings planning at acute, residential palliative care facilities.

Refer clients to service providers as appropriate.

Contribute to the initiation and development of Dementia Australia resources in areas relevant to the service and role.

Participate in research opportunities that could add evidence and value to the Nightingale Program.

Participate in policy development within the area as required.

Advocate for the person with dementia and their family and carers to ensure access to best practice and evidence based care.

Provide holistic services as independent practitioners without delegation from other practitioners.

Participate in regular clinical supervision with Consultant Geriatrician and receive guidance and clinical advice.

Empower clients, their families and carers to play an active role in directing their own care and services.

<p><b>Communication and Team Work:</b></p>	<p>Develop strong, positive relationships within Dementia Australia, with colleagues in the same team and across departments.</p> <p>Promote an awareness of the needs of people with dementia, and their carers from special needs groups including those from diverse cultural backgrounds, people who identify as being LGBTIQ, Aboriginal and Torres Strait Islander people, and people living in rural and remote areas.</p>
<p><b>Administration and Documentation:</b></p>	<p>Ensure that client activity and other appropriate information is documented in line with professional and legal standards.</p> <p>Ensure timely and accurate management of client information and utilise prescribed databases for the recording of client information and to report outputs to meet funding agreements.</p>
<p><b>Organisational Responsibilities:</b></p>	<p>Communicate and act in ways that are consistent with the organisation's brand and values.</p> <p>Support and promote the work of the organisation, maintaining a positive image of the organization in accordance with the Code of Conduct.</p> <p>Apply and uphold the principles of a respectful, inclusive and diverse workplace, free from discrimination, harassment or bullying</p>
<p><b>Policies and Procedures:</b></p>	<p>Adhere to, and comply with organisational policies, processes and procedures, using appropriate systems where required.</p> <p>Model the organisation's values, play a role in raising the profile of these values and associated behaviours across the organisation.</p> <p>Demonstrate a strong commitment to a quality culture, implementing standards of excellence and a continuous improvement business focus.</p> <p>Support and promote a strong safety culture by ensuring all work activities are performed in compliance with the organisation's Work Health and Safety Policy.</p>

**Qualifications:**

- Post graduate studies in Palliative Care and/or Dementia Care will be highly regarded

## **Experience, Skills and Knowledge:**

1. Registered Nurse with 5+ years postgraduate experience\*
2. Registration with Australian Health Practitioner Regulation Agency (AHPRA)\*
3. Understanding of dementia and ability to provide comprehensive nursing assessment and consultation for people with dementia, their families and carers.\*
4. Demonstrated knowledge and experience of the clinical presentations and complex comorbidities of people with dementia in late and palliative stages of dementia \*
5. Demonstrated knowledge and experience of nursing care assessment and practices in care of people with dementia\*
6. Demonstrated ability to develop, plan, implement and evaluate care and support plans for people with dementia with complex care needs\*
7. Knowledge of end of life issues for people with dementia, their families and carers.\*
8. Proven ability to liaise effectively and advocate with community, aged and disability services, medical, allied health and other health care professionals and services.\*
9. High level interpersonal and communication skills (written, verbal, presentation skills etc.).\*
10. Experience in working in a community services environment (desirable).
11. Knowledge of and demonstrated commitment to the quality care standards adopted by Palliative Care Australia.
12. High level record keeping and report writing skills
13. Intermediate Microsoft office skills

\*Key Selection Criteria

## **Conditions of Employment:**

- A six month qualifying period applies to all new incumbents
- Salary packaging is available

## **Additional Requirements:**

1. Maintain a current driver's licence in the relevant state. Access to and willingness to use own car (with reimbursement) for travel.
2. Provide evidence of entitlement to work in Australia, the maintenance of such entitlement being critical to continuance in the role.
3. Undertake a Police Check, and other relevant checks as required, prior to being offered the position.
4. Be flexible in work hours at times to meet the reasonable demands of this position.
5. Be willing to undertake travel as may be required with the position.

## Signatures:

The employee's signature indicates:

- That the employee has read, understood, and accepted this Position Description.
- That the employee is not aware of any condition (legal, physical or psychological which may negatively impact on his/her ability to carry out the duties as described.

## Employee:

Name: \_\_\_\_\_

Date: \_\_\_\_\_