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| **Position Title** | Registered Nurse-Oncology |
| **Position Number** | N5673 |
| **Department** | Oncology |
| **Classification** | Registered Nurse |
| **Agreement**  |  Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024 - 2028 |
| **Reports to:** | Nurse Unit Manager – IPU/Oncology |

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| **POSITION DESCRIPTION** |  |

**Position Purpose:**

The Registered Nurse-Oncology works as a member of a multidisciplinary team that provides quality client-focused care ensuring a holistic approach to the patient, and their carers. The role encompasses looking after people who are diagnosed with cancer, will act as a role model by encouraging a best practice philosophy amongst the staff and practice within the core values of EGHS

**Department / Unit Specific Overview**

East Grampians Health Service oncology unit consists of 10 chairs offering a range of oncology and haematology services located at the main Ararat campus with a visiting oncologist and a visiting haematologist. Developing health service partnerships, EGHS aims to service the health care needs of patients within the community as well as neighbouring towns. The oncology unit offers excellence in the provision of same day oncology care.

**Our Values**

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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Integrity.jpg** | **Integrity** | We value integrity, honesty and respect in all relationships |
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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Excellence.jpg** | **Excellence** | We value excellence as the appropriate standard for all services and practices |
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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Community.jpg** | **Community** | We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background |
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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Working_Together.jpg** | **Working Together** | We value equally all people who make a contribution to EGHS to achieve shared goals |
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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Learning_Culture.jpg** | **Learning Culture** | We strive to continually lead and develop through education, training, mentoring and by teaching others. |

**Organisational Context**

East Grampians Health Service (EGHS) is a rural health service located in Ararat and Willaura in Western Victoria. EGHS is an integral part of a thriving community and is committed to providing quality health and wellbeing services to people of all backgrounds.

Serving a diverse community, EGHS delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, consumers and the community.

**Our Vision**

East Grampians Health Service will improve the health, wellbeing and the quality of life for our community.

**Our Purpose**

To meet people’s health needs through leadership, strong partnerships and wise use of resources.

**Strategic Actions**

See [Strategic Plan 2023 – 2027](https://intranet.eghs.net.au/Files/Publications/EGHS%206pp%20DL%20Strategic%20Plan%20%282023-27%29.pdf).

**Organisational Responsibilities**

* Be aware of and work in accordance with EGHS policies and procedures, including:

[Victorian Public Sector - Code of Conduct](http://intranet.eghs.net.au/Files/Human%20Resources/Victorian%20Public%20Sector%20-%20Code%20of%20Conduct.pdf)

[Confidentiality, Security and Management of Information - SOPP 24.02](http://intranet.eghs.net.au/Files/Policies/CONFIDENTIALITY%2C%20SECURITY%20AND%20MANAGEMENT%20OF%20INFORMATION%20-%20SOPP%2024.02.pdf)

[Hand Hygiene - SOPP 70.18](http://intranet.eghs.net.au/Files/Policies/HAND%20HYGIENE%20-%20SOPP%2070.18.pdf)

[Occupational Health and Safety - SOPP 72.09](http://intranet.eghs.net.au/Files/Policies/OCCUPATIONAL%20HEALTH%20AND%20SAFETY%20-%20SOPP%2072.09.pdf)

[Person Centred Care - SOPP 60.20](http://intranet.eghs.net.au/Files/Policies/PERSON%20CENTRED%20CARE%20-%20SOPP%2060.20.pdf)

[Safety - SOPP 72.13](http://intranet.eghs.net.au/Files/Policies/SAFETY%20-%20SOPP%2072.13.pdf)

[Performance Development policy - SOPP 35.27](http://intranet.eghs.net.au/Files/Policies/PERFORMANCE%20DEVELOPMENT%20POLICY%20-%20SOPP%2035.27.pdf)

[Risk Management - SOPP 74.01](http://intranet.eghs.net.au/Files/Policies/RISK%20MANAGEMENT%20-%20SOPP%2074.01.pdf)

[Child Safe – SOPP 57.24](https://intranet.eghs.net.au/Files/Policies/CHILD%20SAFE%20-%20SOPP%2057.24.pdf#search=57%2E24)

* Be respectful of the needs of patients, consumers, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
* Be aware of the National Safety and Quality Health Service Standards and all other standards as it relates to your area of work and associated accreditation.
* Undertake other duties as directed that meet relevant standards and recognised practice.
* Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a national Police check. Also provide a National Disability Insurance Scheme (NDIS) worker check or the necessary details (if required).
* Identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients, consumers and visitors
* Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
* Participate in all mandatory education and orientation sessions as outlined by EGHS.

East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.

**Responsibilities and Major Activities**

* Ensure that all daily operational activities within the area related to supplies, equipment and physical environment are attended
* Contribute to quality improvement and sustainability of the organisation:
	+ participating in quality activities
	+ ensure flexibility within the role in order to respond to the changing needs of our

customers

* Attend and actively contribute to unit meetings
* Function as a clinical role model to nurses and other health professionals
* Function in accordance with legislation and common law affecting nursing practice
* Perform nursing interventions in accordance with recognised standards of practice
* Ensure documentation conforms with legal and hospital requirements
* Recognise, report and record adverse incidents promptly and concisely
* Deliver an equitable standard of care regardless of the patients or colleagues differing values, beliefs, culture or social context
* Assume accountability for own actions
* Recognise and practise within the scope of his/her own practice
* Readily seek feedback regarding own standard of practice

**Key Performance Indicators**

* Staff mandatory training and competency requirements are met
* Evidence of facilitating effective communication within the team
* Evidence of improvement on the designated area’s patient experience
* Evidence of improvement on the designated area’s staff experience
* Participation in the achievement of delegated area activity targets
* Evidence of role modelling EGHS values and behaviours

Key Selection Criteria

**Essential Criteria:**

* Current nursing registration with the Australian Health Practitioner Regulation Agency (AHPRA) with recent Oncology experience and post-basic qualifications in Oncology or a willingness to undertake post-graduate studies within 12 months of commencement.
* Demonstrated computer literacy, organisation and time management skills
* Demonstrated application of professional and ethical boundaries to the delivery of patient care in the context of a multi-disciplinary team.
* Demonstrated application of evidence-based practice and critical thinking to advocate for and implement individualised person centred care patient care.
* Demonstrated capacity to interact with others in a personable and professional manner and personally resolve conflicts when they arise.
* Demonstrated commitment to work and partner with Aboriginal and Torres Strait, Islander patients and families and employees to enhance health outcomes for Aboriginal and Torres Strait Islander clients.
* Evidence of participation in own professional development and commitment to maintaining competence and enhancement of skills, and willingness to apply and share professional expertise with colleagues, including current Accreditation (or capacity to undertake immediate accreditation) for chemotherapy administration
* Demonstrated effective interpersonal skills, excellent written and verbal communication skills within a multidisciplinary team.

**Desirable Criteria**

* Post-graduate qualification/Certificate in Oncology (ADAC certificate or equivalent), or working towards
* Competency in CVAD care and IV cannulation

Must comply to having or completion of:

* National Police Check (renewed every 3 years)
* Working with Children Check (renewed every 5 years)
* Immunisation requirements (annually)

**Acknowledgement**

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| Employee Name |
| Employee Signature | Date |
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| Manager Name |  |
| Manager Signature  | Date |
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| Developed Date (MM,YY) |  |
| Developed By Name |  |
| Developed by Title |  |