

ANAM CARA GEELONG

The Highest Standards of Care

**Position Description:
Palliative Care Nurse Practitioner**



Position Title	Palliative Care Nurse Practitioner
Position Reports To	Executive Director Nursing – Quality & Education
Location	Geelong, Victoria
Employment Status	Part-time
Industrial Instruments	Nurses Award 2020 National Employment Standards (NES)
Organisational Level	Clinical
Direct Reports	Nil

About Anam Cara Geelong

Anam Cara Geelong (Anam Cara) is a not-for-profit organisation. **Our Vision** is that everyone has the opportunity to live with dignity, experience quality of life at end-of-life, and to die well in the place they choose. **Our Purpose** is an empowered and informed community where people make informed choices, and they are in control of their own care.

We are committed to offering support to people, their families and carers who are seeking person-centred palliative and end of life care within the Geelong and wider region. Our services include 24-hour end of life care, day and overnight palliative care, community outreach and equipment loan. Care occurs in a unique, home like environment with best practice clinical care including support from trained palliative care volunteers. The focus of person-centred palliative care is on the quality of life, symptom management and comfort.

At Anam Cara **Our Values** guide us to show Compassion, Accountability, Respect, Excellence and Dignity.

Position Overview

The Palliative Care Nurse Practitioner (PCNP) at Anam Cara is a key member of the multidisciplinary team dedicated to providing compassionate and comprehensive palliative care services to guests with life-limiting illnesses. The PCNP will utilise advanced clinical skills and knowledge to deliver patient-centered care, ensuring the highest quality of life for patients and their families.

The PCNP will demonstrate advanced level expertise in the provision of end-of-life care and palliative care management within the boundaries of the Nursing and Midwifery Board of Australia's Nurse Practitioner standards for practice. The PCNP will focus on delivering excellence and best practice under the guidance of the Director of Clinical Services and the Executive Director of Nursing – Quality and Education while collaborating closely with a multidisciplinary team. The PCNP is responsible for conducting thorough guest assessments, diagnosis, developing treatment plans, and providing ongoing management of symptoms to improve quality of life.

Key Responsibilities / Accountabilities

General

- Demonstrate advanced nursing skills and critical thinking to conduct assessments, develop and implement treatment plans for guests with a life limiting illness.
- Practices at a clinical advanced level, always meets and complies with the Nurse practitioner standard for practice.

- Escalate to a palliative care physician where necessary and appropriate.
- Establish and discuss goals of care with guests and family.
- Responsible for escalation of care to other health professionals when required.
- Within the NP scope, use professional knowledge to prescribe and administer indicated non-pharmacological and pharmacological interventions.
- Makes informed clinical decisions to order and interpret pathology and radiological tests.
- Identifies potential adverse outcomes and implements proactive strategies to achieve risk minimisation.
- Managing guest care upon referral from other health professionals.
- Be a role model to all staff in areas of clinical practice and provide clinical leadership.
- Contributing to Anam Cara's workforce development programs and support the education of the Anam Cara clinical team.
- Complete accurate and timely documentation.
- Understanding and comply with Anam Cara's equipment usage per manufacturer instructions.
- Ensure understanding and compliance with all Policies and Procedures.
- Adhere to infection control policies and procedures as identified in the Infection Control Manuals.
- Participation in integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks.
- Identify opportunities for continuous improvement through communication and consultation with Managers and colleagues.
- Ensure that the affairs of Anam Cara and its guests 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 Anam Cara.
- Actively develops and builds relationships with external key stakeholders such as local health services, referrers and community groups.
- 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 all employees.
- Commitment to a guest centred approach in the provision of health care and services, consistent with Anam Cara's values, mission and vision. It is expected that you demonstrate the core values of guest centred care in every interaction.

Quality, Safety Risk and Improvement

- Follow organisational safety, quality and risk policies and guidelines.
- Clearly understands and practices their duty of care as outlined in the NP stand for practice.
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Escalate concerns regarding safety, quality and risk to appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of patient-centred care.
- Comply with Anam Cara's mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.

Professional Competence and Development

- Complete performance appraisals/reviews in accordance with Anam Cara's policy.
- Maintain own professional knowledge and skills through participation and commitment in professional development opportunities.
- Maintain annual registration requirements and standards outlines by AHPRA through participation in relevant educational programs.
- Complete all mandatory training and education to comply with Anam Cara and other regulatory bodies.

People and Culture

- Anam Cara values and behaviors are embodied throughout the organisation.
- Anam Cara values are considered in carrying out all interactions including with guests, team members, consulting clinicians and external agencies.

Occupational Health and Safety (OH&S)

- Participate in best practice and delivery of OH&S and Emergency Management Procedures, encourage staff, guests, volunteers and visitors to be aware of the requirements.
- Maintain an understanding of individual responsibility for patient safety, quality and risk and contribute to organisational quality and safety initiatives.
- Accept responsibility for ensuring the implementation of health and safety policies and procedures and cooperate with the Anam Cara in any action it considers necessary to maintain a safe working environment which is safe and without risk.
- Report and record all incidents, mishaps and losses, investigate and ensure corrective actions are implemented as far as reasonably practical.
- Participate in the OH & S committee and contribute to the clinical leadership requirements where applicable.

Equal Opportunity

- Foster an environment free from unlawful discrimination, harassment, vilification and bullying.

Other

- It is not the intention of this position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position.
- The accountabilities described within may be altered in accordance with the changing requirements of the role.

Key Selection Criteria

- Masters qualification of Advanced Nursing Care/Nurse Practitioner or equivalent.
- Post-graduate qualification in Palliative Care or equivalent.
- 7-10 years experience in Palliative Care Nursing.
- Current registration as a Registered Nurse with Nurse Practitioner endorsement with the Australian Health Practitioner Regulation Agency (AHPRA).
- Demonstrates a clear understanding of the role and scope of a Nurse Practitioner as outline in the Nursing and Midwifery Board of Australia: Nurse practitioner standards for practice.
- Demonstrated ability to conduct comprehensive patient assessments, diagnose conditions, and manage complex symptoms associated with palliative care.
- Proven capability to work autonomously within the scope of Nurse Practitioner legislation, making clinical decisions and prescribing medications as necessary.



- Ability to collaborate effectively with multidisciplinary teams, including physicians, nurses, social workers, and allied health professionals, to optimise patient outcomes.
- Commitment to delivering compassionate and patient-centered care, respecting the dignity, values, and preferences of patients and their families.
- Strong interpersonal and communication skills to educate patients, families, and healthcare teams on palliative care options, treatment plans, and symptom management strategies.
- Track record of participating in quality improvement initiatives, continuing professional development activities, and contributing to clinical practice guidelines.
- Knowledge of and adherence to clinical standards, policies, and procedures relevant to palliative care, ensuring compliance with legal and regulatory requirements.
- Capacity to provide leadership in clinical practice, mentorship to junior staff, and contribute to the professional development of the healthcare team.
- Upholding ethical principles and always maintain patient confidentiality and information security.

Other Requirements

- Current Police Check.
- Current Working with Children Check.
- Evidence of immunisations as per the Anam Cara Immunisation Policy including MMR, Varicella Zoster, Pertussis, Hepatitis B, Influenza and COVID-19 (or acceptable evidence for any exemptions).

Key Relationships

Internal:

- Executive Directors
- Palliative Care Physicians
- Access and Resource Manager
- Nursing Colleagues
- Guest Services Assistants
- Volunteers
- CEO and Administration Staff

External:

- Community Palliative Care services
- PHN Palliative Care SIG
- Acute Health Services
- Primary Health Services
- Palliative Care Victoria
- Palliative Care Australia

Acceptance of Offer

I understand the role, responsibilities and outcomes required to successfully meet the requirements of this position and I accept this Position Description.

Name

Signature

Date