



POSITION DESCRIPTION

Date	September 2024
Position Title	Palliative Care Consultant
Division	Palliative Care
Reports to	Executive Manager, Corporate Support and Projects/ Director of Nursing

SECTION 1

Mission, Vision and Values

Mission: To deliver the highest quality healthcare experience for patients.

Vision: To be the preferred choice of doctors, staff and patients, recognised for the provision of high-quality clinical care.

Values: Bethesda Health Care is committed to the following values:

- Teamwork – We create an environment of unity and togetherness.
- Respect – We recognise and acknowledge the uniqueness and value of every individual.
- Integrity – We demonstrate honesty and trust.
- Compassion – We work to express God’s love through a caring expression of kindness, tolerance and tenderness.
- Excellence – We excel in all that we do so that we can promote our Mission.
- Professionalism – We have pride in the high level of care and service we offer.

Staff are expected to demonstrate these values in the way they work, live the positive behaviours described in the Bethesda Health Care Code of Conduct, and contribute to and promote the positive working culture of the organisation.

SECTION 2

Position Summary and Role Purpose

The purpose of the Palliative Care Consultant role is to provide expert medical care and leadership in the coordination and delivery of palliative services at Bethesda Health Care. In this role, you will deliver specialised care to public and private patients in our inpatient unit, through community consultancy services, and via telehealth support to rural and remote communities. Collaborating with the multidisciplinary team, you will ensure the highest standards of patient care and support.

SECTION 3

Key Working Relationships

INTERNAL	EXTERNAL
Chief Executive Officer	Patients and Their Families
The Executive Team	Healthcare Teams from Other Services
Palliative Care Doctors	Ministers of Religion and Counsellors
Clinical Nurse Manager (CNM)	Students/PEPA Clinical Placements
Palliative Care Unit (PCU) Team	Research Partnerships
MPaCCS Team	Health Department and Regulatory Bodies
Pilbara Team	Contracted Service Stakeholders

Teamwork, Respect, Integrity, Compassion, Excellence, Professionalism

SECTION 4 Key Responsibilities

Clinical Management

- Assists the CNM, PCU staff, and fellow Palliative Care Consultants with coordinating and supervising clinical care provided by the Palliative Care Service.
- Undertakes clinical care, including inpatient and community work with the MPaCCS and Pilbara Palliative Care Teams.
- Demonstrates skills in coordinating medical care for patients with complex palliative care conditions.
- Collaborates with the team of consultants to provide daily clinical coverage for PCU, MPaCCS, and Pilbara.
- Exhibits high interpersonal and communication skills, working effectively within a multidisciplinary team (MDT) and demonstrating evidence-based best practices.
- Participates in the on-call roster for PCU and the daily contact roster for the PCU, MPaCCS, and Pilbara Palliative Care Teams.
- Conducts and supervises staff education as required by the CNM, PCU, and fellow Palliative Care Consultants, including medical and nursing students, nursing and care staff, allied health professionals, registrars, and other medical staff.
- Assists in orienting new medical staff to the PCU, MPaCCS, and Pilbara.
- Provides clinical supervision of fellow consultants and junior medical staff, assessing staff performance concerning clinical competence, adherence to departmental protocols, timely and accurate documentation, and communication with patients, relatives, peers, and other healthcare professionals.
- Offers clinical supervision and mentorship to registrars in clinical training in palliative care.
- Provides clinical supervision to other team members.
- Liaises with specialists, general practitioners, and other services as necessary to ensure coordinated patient care.
- Commits to the highest professional standards and ethical practices.
- In conjunction with Senior Management, the CNM, PCU, and fellow Palliative Care Consultants address complaints concerning the Palliative Care Service and ensure adequate documentation is maintained.
- Undertakes mandatory professional development and maintains continuing professional development (CPD) requirements.
- Performs other tasks and reasonable duties as requested by Senior Management, the CNM, PCU, and fellow Palliative Care Consultants.

Teamwork

- Provide leadership within the palliative care services across PCU, MPaCCS and Pilbara, fostering a collaborative environment.
- Uphold a team-based approach to clinical care, ensuring all team members are engaged and valued.

- Actively participate as a valued team member, promoting and contributing to a supportive and collaborative team environment.

Communication

- Communicate effectively with all staff, patients, and families using appropriate formal and informal communication channels to ensure clarity and understanding.

Education

- Provide ongoing education to internal and external staff through informal and formal settings, enhancing their knowledge and skills.
- Allocate time and coverage for other staff members to attend professional development training, encouraging continuous learning and growth.

Service Development

- Identify gaps in service delivery and actively seek innovative solutions in collaboration with key stakeholders and the leadership team to enhance service development.
- Assist in reviewing and developing procedures and policies to ensure they align with best practices and meet the needs of the organisation.

SECTION 5

Health, Safety and the Environment

- Adhere to policies, procedures, and standard operating procedures.
- Report incidents, hazards and injuries.
- Use personal protective equipment as required and directed.
- Raise WHS issues with WHS representatives and assist in implementing changes.
- Promote a safe work environment by assessing the work environment and not misusing or bypassing systems of equipment.
- Support staff well-being.
- Lead and role model WHS issues through support of reporting staff participation and resolution of WHS issues.
- The employee, recognising their commitment to responsible environmental stewardship, will support the organisation's environmental goals in the performance of all duties.

SECTION 6

Governance Quality and Risk

- Record initiatives and issues in our Clinical Governance System.
- Abide by Bethesda Health Care's Code of Conduct, Work Health and Safety legislation, *Equal Opportunity Act*, and *Disability Services Act*.
- Complete mandatory training, participate in development reviews and support the performance of others.
- Read and abide by the safety and quality responsibilities relevant to your role as outlined in the Clinical Governance Policy/Framework.
- Promote a culture that supports safety and quality by engaging with clinical performance and safety processes at the unit level.
- Encourage and support clinicians to speak up for safety.

SECTION 7

Partnering with the Consumer

Acknowledging and involving patients with their care, responding to clinical and non-clinical queries, assisting as appropriate, and encouraging the use of formal feedback systems.

SECTION 8
Selection Criteria

Qualifications
<p>Essential</p> <ul style="list-style-type: none"> • Full registration with the Medical Board of Australia as a Specialist in Palliative Medicine and current registration with the Australian Health Practitioner Regulation Agency (AHPRA). • Demonstrated experience in providing specialist palliative care, with a proven ability to manage complex medical conditions while delivering exceptional patient-centred care. • Excellent communication, interpersonal, and leadership skills, accompanied by a strong commitment to clinical teaching and mentorship. • A dedication to continuous professional development, with a focus on quality improvement and patient safety. • Alignment with Bethesda Health Care's values of Trust, Respect, Integrity, Compassion, Excellence, and Professionalism. • Current knowledge of legislative obligations concerning Equal Opportunity, Disability Services, and Workplace Safety and Health, along with an understanding of their impact on employment and service delivery. • Eligibility for or possession of a current C or C-A Class driver's licence. <p>Desirable</p> <ul style="list-style-type: none"> • Demonstrated ability to participate in the establishment and maintenance of clinical protocols. • Expertise in clinical audit and the application of continuous quality improvement principles.

SECTION 9
Acceptance of Position Description

Employee

Date