



**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
every day.**

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Senior Clinical Nurse Consultant
Palliative Care**

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

The Grade 6 Clinical Nurse Consultant (CNC) in Palliative Care will provide leadership to the CNCs working in the Palliative Care Consultation service across The Royal Melbourne Hospital (RMH), The Royal Women's Hospital (RWH) and Peter MacCallum Cancer Centre (PMCC). The Grade 6 CNC will be responsible for the co-ordination and daily operations of the CNC team across the precinct, including staff support, rostering and professional practise. The CNC will act as a resource person across the precinct, promoting palliative care best practice in the provision of patient care through clinical initiatives and service innovation. The CNC will demonstrate superior clinical expertise together with outstanding interpersonal negotiation and communication skills to assist with the achievement of patient centred goals and the goals of the designated department and organisation. The Grade 6 CNC will be required to provide service across RMH, RWH and PMCC sites, and maintain their own clinical caseload.

- Demonstrate proactive engagement in safety protocols to maintain the wellbeing of yourself and that of others.
- Deliver high quality evidence based care within your scope of practice and seek help where required.
- Engage patients, consumers, and carers in shared decision-making to ensure person-centred care.
- Foster collaboration by actively participating in multidisciplinary team activities across RMH.
- Complete all mandatory training within required timeframes and pursue additional professional development opportunities.
- Seek and incorporate feedback through annual performance reviews and ongoing discussions.
- Speak up for safety, our values and wellbeing.
- Implement and monitor safe work practices within the team to ensure compliance with health and safety standards.
- Respect that the RMH is a smoke-free environment.
- Demonstrate leadership in delivering evidence-based palliative care and act as a clinical role model.
- Monitor and evaluate service quality by comparing patient outcomes against established KPIs and benchmarks.
- Represent, contribute to and lead education sessions, committees, special projects, and relevant professional forums (internal and external to the precinct)
- Provide professional guidance and career development as a nursing leader in palliative care, documented feedback and complete annual performance discussions for peers
- Initiate and contribute to precinct/ organisation-wide and service initiatives, such as quality improvement activities and service innovation projects
- Identify training needs for nursing advancement and provide guidance to support continuous professional development using the advance practise nursing framework.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Promote psychological safety by encouraging open communication and addressing concerns promptly.
- Monitor team performance against KPIs, manage allocated budgets effectively, and report variances.
- Oversee rostering, leave management, and performance processes for CNCs within the palliative care consult service.
- Collaborate with Palliative Care nursing leaders (NUMs, ANUMs, Nurse Practitioner) to address clinical, research, and education priorities across the precinct.
- Collaborate with the Palliative Care Medical Director and precinct leadership to shape strategic direction and drive innovation, ensuring delivery of a world-class palliative care service

External

- ## KEY SELECTION CRITERIA

- RN Div 1
- AHPRA registration with the Nursing and Midwifery Board of Australia

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Recognised leadership and clinical expertise in Palliative Care

- Post graduate qualification in Palliative Care or closely aligned field of study

KEY PERFORMANCE INDICATORS

- Consistently demonstrate and role-model RMH values in all interactions and decision-making.
- Achieve agreed portfolio-specific KPI targets within designated timeframes.
- Deliver outcomes aligned with the Key Accountabilities of the role, ensuring measurable impact.
- Actively participate in annual performance reviews and receive satisfactory feedback from peers and leaders.
- Maintain a safe and compliant work environment, meeting all legislative and organisational requirements.

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that the RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Name (please print)

Date _____