

Advancing health for everyone, every day.

Could this be you?

Join the Royal Melbourne Hospital team



Position Description

Senior Clinical Nurse Consultant Palliative Care





THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

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.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



Lead with Kindness

unique.



Our care and compassion sets
us apart. We lead the way with
a respectful, inclusive spirit —

True exceller
when we wo

Excellence Together



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.

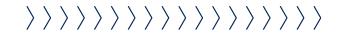
OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

embracing the things that make us all

- 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





Position Description

Position Title: Clinical Nurse Consultant Palliative Care

Service: Parkville Integrated Palliative Care Service

Location: The Royal Melbourne Hospital, The Royal Women's

Hospital and Peter MacCallum Cancer Centre

Reports To: Director Nursing and Operations (Medical Services) and

Director of Palliative Care

Enterprise Agreement: 2. Nurses and Midwives (Victorian Public Sector) (Single

Interest Employers) Enterprise Agreement 2024 - 2028

Classification: CLIN CONS D – ZE4

Employment Status: Permanent

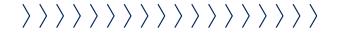
Immunisation Risk Category: Category A

Date of Review: December 2025

POSITION SUMMARY

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 coordination 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.





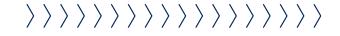
KEY ACCOUNTABILITIES

- Demonstrate proactive engagement in safety protocols
 Provide professional guidance and career to maintain the wellbeing of yourself and that of others.
 development as a nursing leader in palliating
- 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/ organisationwide 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

KEY RELATIONSHIPS	
Internal	External





- Medical Services Executive Team
- Director Palliative Care
- DDON Advance Practise Peter MacCallum Cancer Centre
- Operations Director MONC/Haem/Palliative Care -Peter MacCallum Cancer Centre
- Nurse Unit Manager 7W, 1A and PCAS
- Palliative Care Nurse Practitioner
- ANUMs of 7W and 1A

- Community Palliative Care Providers
- North and West Palliative Care Consortium

KEY SELECTION CRITERIA

Formal Qualifications

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

Essential:

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

Desirable:

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

KEY PERFORMANCE INDICATORS

Your performance will be assessed based on your ability to:

- 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.





AT THE RMH WE:

- 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.

OUR COMMITMENT:

• 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.

ACCEPTANCE

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 Signature	
Employee Name (please print)	



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Date			