



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Clinical Nurse Consultant (CNC) –
Regional Dialysis**

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.

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- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Promote evidence based practice in haemodialysis and renal nursing
- Cooperate with the MH and regional health services in the interest of health and safety
- Participate in nephrology national benchmarking through involvement in data collection for ANZDATA registry
- Represent the RMH KCS at inter-agency forums and participates in community, network, state, national and professional organisations concerned with nephrology and healthcare
- Actively contribute to research within RMHKCS involving topic proposals, data analysis, and presentations at conferences or meetings
- Initiate and review measures to validate the appropriateness and effectiveness of the training provided
- Encourage and facilitate currency in renal knowledge and ongoing professional development of regional staff
- Promote networking and facilitate the sharing of knowledge and experiences by the regional community
- Demonstrate proper use of equipment and contribute to new equipment evaluation and dialysis systems
- 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.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Participate in the establishment and promotion of effective partnerships between RMH KCS and regional health care providers
- Act as a resource in the establishment of regional dialysis services
- Promote optimal care for haemodialysis patients in regional communities
- Provide regional staff with access to evidence based standards of care for dialysis patients
- Promote collaborative care for dialysis patients and effective relationships between health care professionals across RMHKCS, regional satellite centres and local community services
- Enable the safe transfer of regional patients to and from MH metropolitan-based health care services as required
- Promote timely review and follow-up of regional patient clinical indicators by multi-disciplinary team
- Promote/facilitate the transfer of relevant information regarding treatment issues and outcomes to medical staff so that the treatment prescription can be reviewed in a timely manner
- Actively contribute to research within RMHKCS involving topic proposals, data analysis, and presentations at conferences or meetings
- Raise the profile and promote awareness of health promotion and renal disease management in regional areas
- Ensure regional unit staff receive baseline education and training to provide safe and effective haemodialysis and related care for regional patients with kidney failure

Internal

- ## External

- Regional patients, and their families and carers
- Regional Nephrologists
- Regional health service dialysis staff
- Nephrology units within Victoria and interstate
- External metropolitan dialysis units
- Management staff of regional health services
- Regional primary care services
- Dept. Health and Human Services

- 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.

Date _____