

1. General Information

Position Title:	Clinical Nurse Consultant - Haematology Clinical Trials Unit
Division/Department:	Corporate
Position Reports to:	Director of Haematology Clinical Trials Unit
Enterprise/Individual Agreement:	Epworth Healthcare Nurses and Midwives Enterprise Agreement 2020 – 2024
Classification/Grade:	Clinical Nurse Consultant C (CCC)
Location:	Epworth Freemasons & Precision Haematology
Employment Status:	Fixed-Term Full-Time (1.0 FTE) 24 months
Resource Management (for Management positions only) Number of Direct Reports: Budget under management:	N/A
Key Relationships - internal and external	<ul style="list-style-type: none">• Patients, inclusive of family member(s) & visitors• Medical staff and VMOs working within the Haematology Clinical Trials Unit• Precision Haematology staff• Haematology Clinical Trials Unit and Epworth Centre for Immunotherapies and Snowdome Laboratories (ECISL) staff• Multi-disciplinary team colleagues• Internal service providers i.e. pathology, patient transport, radiology

2. Overview of Epworth HealthCare

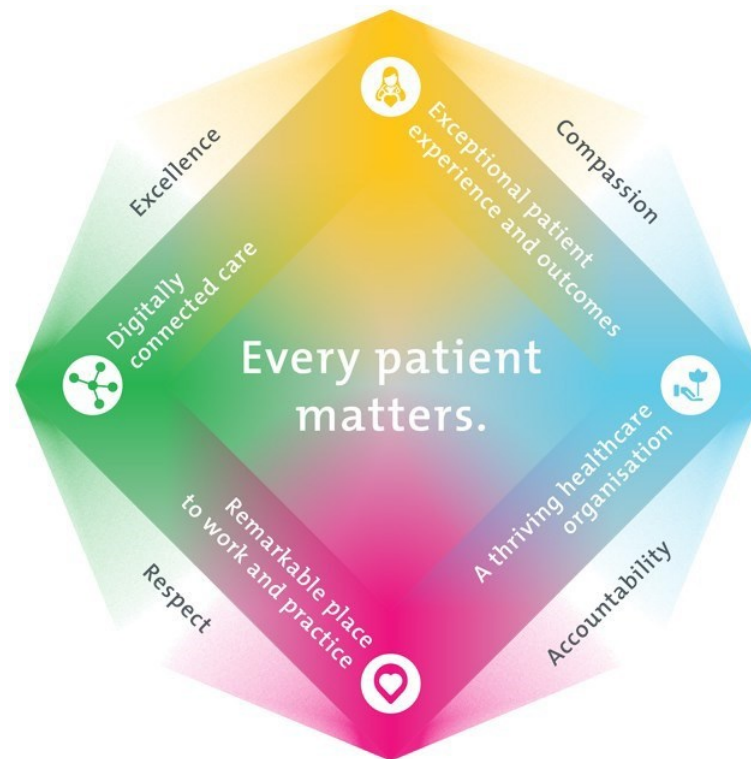
Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Compassion, Accountability, Respect and Excellence. More information can be found on the [Epworth website](#).

Epworth's purpose is Every Patient Matters.

Our Vision is Delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.

Exceptional patient experience and outcomes - To empower our patients and deliver compassionate, expert and coordinated care.

A thriving healthcare organisation - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.

Remarkable place to work and practice - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.

Digitally connected care - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

4. Purpose of the Position

The Haematology Clinical Trials Unit Clinical Nurse Consultant (CNC) will demonstrate competence in domains identified by the Nursing and Midwifery Board of Australia (NMBA). The CNC will practice in accordance with the Epworth HealthCare nursing clinical practice guidelines and the National Safety and Quality Health Service (NSQHS) Standards.

This position which is based at Precision Haematology is specifically aligned to the Haematology Clinical Trials Unit. The focus is on providing clinical expertise to manage complex blood cancer patients and advance cell and immune therapies in order to enhance service delivery and support the ongoing growth of the Haematology Clinical Trials Unit.

The CNC will be responsible for coordinating haematology patients in real time and provide assistance to the Director of Haematology Clinical Trials Unit and other investigators actively involved in haematology clinical trials. The CNC will collaborate and provide best practice, high quality nursing care and experience that is in accordance with the patient's physical, psychological, emotional, social and spiritual wellbeing. In particular the CNC will need to utilise available resources, promote and participate in national standards and quality activities and provide outstanding customer service to ensure positive clinical outcomes.

The CNC practices independently and is the sole specialist nurse working within the Haematology Clinical Trials Unit and so requires an advanced scope of practice that is essential to maintaining the high standard of clinical care for blood cancer patients managed at Epworth.

Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centered care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<i>Leadership and culture</i>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<i>Consumer Partnerships</i>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<i>Effective Workforce</i>	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.

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Clinical Safety and Effectiveness	Understand and where relevant, ensure that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
Risk Management	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

5. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
Clinical Expertise <ul style="list-style-type: none"> Responsible for educating patients in regards their diagnosis, investigations, treatments and supportive care. Provision of relevant educational materials to patients and assisting them with accessing paramedical support provided by Epworth, Precision Haematology and/or external services. Work collaboratively with haematology registrars/consultants, community GPs and Emergency Doctors to coordinate unplanned patient consults and/or admissions to Precision Haematology and/or Epworth. Coordinating ambulatory care of infusion, transfusion and venesection-dependent patients. Arrange bookings for pathology, diagnostic imaging, central line management. Facilitate the transfer of patient care extending across internal and external healthcare services. Liaise with the Australian Red Cross Blood Service, external health services and the Epworth Cellular Therapies Unit regarding organising tissue typing and/or other needs of patients identified for allogeneic transplantation and other cell-based immunotherapies such as autologous stem cell transplantation and CAR-T therapy. Refer to, and liaise with, other Health Care Professionals involved in the holistic care of the patient. Liaise with clinical trial staff and participants. Provide support to clinical trials staff and ECISL research staff and assist in patient recruitment to research studies and coordination of patient treatments 	<ul style="list-style-type: none"> Maps and streamlines care pathways of patients during diagnosis, treatment and follow-up, including the creation and implementation of treatment schedules as directed by VMOs. Performs comprehensive health assessment of patients during both routine visits and acute episodes requiring triage through the healthcare system. Coordinates chemotherapy and radiotherapy treatments across multicenter departments for patients and clinical trials staff.

<p>Clinical Leadership</p> <ul style="list-style-type: none"> • The CNC establishes and promotes a culture of customer service to doctors, patients, visitors and staff. • Demonstrates knowledge and understanding of current trends and their implications for nursing practice. • The CNC establishes and maintains strong and trusting relationships with internal and external stakeholders. • Support the delivery of multidisciplinary care and submit patients (clinical data entry) for the haematology MDT as required • Advocates on the patient's behalf. • Builds and establishes positive relationships within and outside the organization. 	<ul style="list-style-type: none"> • Coordinate patient presentation at multidisciplinary team meetings • Assist in the development of clinical process improvement
<p>Personal and Professional Development</p> <ul style="list-style-type: none"> • Recognise and respond to the need for professional growth • Evaluate personal performance and complete the annual professional development plan • Complete annual and biannual mandatory training activities (BLS, Emergency Code Training, Drug Calculations, IVT & Medication Administration, No Lift Training) • Provide regular positive and constructive feedback to staff • Show evidence of involvement in research initiatives to support and grow the Haematology service • Ensure current practices are evidenced based 	<ul style="list-style-type: none"> • Annual PDP • Delivers education for other staff • Attendance at professional development activities e.g. Conferences, seminars
<p>Education and Research</p> <ul style="list-style-type: none"> • Provision of clinical expertise and professional guidance to the multidisciplinary health care team. • Liaise with clinical trials unit to identify opportunities for participation in trials. • Recognizes and responds to the need for professional growth. • Provides education to the ward nursing team relating to clinical trial protocols as required. • Support the Haematology Clinical Trials Unit with clinical trial feasibility assessments as pertains to nursing requirements. 	<ul style="list-style-type: none"> • Involvement in minimum of one research activity/year • Supports the running of clinical trials on the ward • Attends and participates in the Epworth Haematology Journal Club. • Participates in haematology audit and clinical research activities. • Educate nursing staff on the ward about clinical trial protocols and support the nursing requirements

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<ul style="list-style-type: none"> • Delegation on study delegation logs to provide specialized care in order to support patients on clinical trials undertaken on the ward (e.g. infusion of cellular immunotherapies (CAR-T cell therapy)). 	<p>associated with delivering Haematology clinical trials at Freemasons both informally and via formal in-services.</p>
<p>Customer Service Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders, including patients and external suppliers.</p> <p>Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees.</p> <ul style="list-style-type: none"> • Provide excellent, helpful service to patients, visitors and staff • Communicate with clear and unambiguous language in all interactions, tailored to the audience • Build customer relationships and greet customers and patients promptly and courteously <p>Actively seek to understand patients' and their family's (customers) expectations and issues</p>	<ul style="list-style-type: none"> • Patient and customer service satisfaction surveys within agreed targets • Use AIDET principles in all interactions • Issues are escalated to the manager and resolved in a timely manner
<p>Safety and Wellbeing Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace Report all hazards, incidents, injuries and near misses immediately to your manager and log them in Riskman.</p>	<ul style="list-style-type: none"> • Adheres to infection control/personal hygiene precautions • Implements and adheres to Epworth OHS policies, protocols and safe work procedures. • Mandatory training completed at agreed frequency

6. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	<p>Essential</p> <p>Registered Nurse with:</p> <ul style="list-style-type: none"> • Nursing and Midwifery Board of Australia [NMBA] • Australian Health Practitioner Regulation Agency [AHPRA] <p>Desirable</p> <ul style="list-style-type: none"> • Relevant Post Graduate qualification
Previous Experience	<p>Essential</p> <ul style="list-style-type: none"> • Clinical skills at a level appropriate to a clinical nurse consultant role • Minimum of two years previous experience as a registered nurse practicing in Haematology
Required Knowledge & Skills	<p>Essential</p> <ul style="list-style-type: none"> • Knowledge and understanding of professional issues in nursing and the healthcare system in Victoria • Knowledge and understanding of healthcare issues as they relate to the healthcare industry • Knowledge and commitment to Acts, Agreements and Epworth Healthcare directions, policies, procedures and staff code of conduct • Knowledge and understanding of National Standards for Clinical Excellence and ACHS Accreditation Standards • Knowledge of medico-legal issues • Maintains understanding of assessing and treating hematology patients • Intermediate to advanced computer skills • Good clinical practice certification or willingness to obtain this promptly • Ability to plan, prioritise, meet outcomes and timelines • Ability to work autonomously, but also be an active member of a larger team • Contributes to an environment of continuous learning and quality improvement • Demonstrates initiative and creative thinking • Well-developed communication and interpersonal skills • Ability to adapt to and foster technology to improve care delivery and outcomes • Ability to challenge current work practices and develop and promote new innovative systems and procedures • Demonstrates responsibility for own professional development,

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	Desirable <ul style="list-style-type: none"> • Demonstrate role model behaviour • Superior conflict resolution skills • Demonstrated interest in clinical trials
Personal Attributes & Values	Essential <ul style="list-style-type: none"> • Belief in patient centered care • Committed to providing a safe environment for patients, colleagues and students • Professional work ethic • Practices within the ethos of the Epworth HealthCare Values & Behaviors • Self-motivated and self-directed
<p>All employees are expected to consistently work in accordance with Epworth's values and behaviours</p> <ul style="list-style-type: none"> • Compassion • Accountability • Respect • Excellence 	<ul style="list-style-type: none"> • Professional work ethic • Practices within the ethos of the Epworth HealthCare Values & Behaviours • Flexible in order to meet the needs of the unit/ward/organisation • Self-motivated and self-directed

Position Description



Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
16 May 2025	16 May 2025	A/Prof. Costas Yannakou

7. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: _____

Print Name: _____ Date: _____