

## Position Description

<b>Position Title</b>	Clinical Nurse Part-Time
<b>Location</b>	Karuna Hospice Services, 27 Cartwright Street, Windsor QLD
<b>Department</b>	Community Services – Nursing Team
<b>Classification</b>	KHS EBA 2023 RN Level 2 (Clinical Nurse)
<b>Employment Status</b>	Part-Time
<b>Position Purpose</b>	The Clinical Nurse delivers high-quality, evidence-based palliative care that aligns with Karuna’s values and the NMBA’s professional standards. This role involves advanced clinical practice, interdisciplinary collaboration, and leadership within the nursing team to support clients and their families across home and community settings.
<b>Reports To</b>	Clinical Nurse Consultant
<b>Direct Reports</b>	Nil

<b>Our Organisation</b>	Karuna Hospice Service Ltd (“Karuna”) is a community-focused organisation guided by Buddhist principles. Karuna is dedicated to alleviating suffering by fostering choice, agency, and quality of life for all. Through specialised end-of-life care and other holistic supports, we provide compassionate, dignity-centred guidance to individuals, carers, and the broader community. As part of our team, you will help uphold these values with intent and compassion, to empower people to embrace both living and dying, and support them to find peace within.
<b>Our Values</b>	<p>How we think: <b>Humility</b> <i>To delight in providing noble service in an altruistic manner for the benefit of all with whom we connect.</i></p> <p>How we act: <b>Kindness</b> <i>With a generous spirit we will nurture relationships with grace and empathy.</i></p> <p>How we relate: <b>Respect</b> <i>We commit to freely offering and affirming the uniqueness of all we encounter.</i></p> <p>How we find meaning: <b>Courage</b> <i>‘Courage is about stretch, it’s about realising that something more or different can be done, developing the determination to do it, and then carrying through despite all obstacles’</i> 16 Guidelines for Life.</p>
<b>Our Strategic Plan</b>	<ul style="list-style-type: none"> <li>• <a href="#"><u>KHS Strategic Plan 2024 - 2027</u></a></li> </ul>
<b>Key Accountabilities and Outcomes</b>	
<p><b>Clinical Practice:</b></p> <ul style="list-style-type: none"> <li>• Provide evidence-based, best practice palliative care in alignment with Karuna values, relevant legislation, and NMBA standards.</li> </ul>	

- Deliver advanced palliative care, including holistic assessment, care planning, evaluation, symptom management, and review in collaboration with Karuna's interdisciplinary team and external providers (e.g., GPs, specialists, NPs).
- Respond effectively to sudden changes in client health using comprehensive nursing skills.
- Promote client and caregiver autonomy and dignity, supporting care in the client's chosen environment.
- Advocate for clients and families as needed.
- Maintain accurate, timely clinical and administrative documentation.

#### **Clinical Leadership:**

- Participate in Karuna's 24/7 on-call clinical roster.
- Lead clinical assessment, care planning, and evaluation at an advanced practice level.
- Mentor and model professional conduct for RNs, students, team members, and visiting health professionals in collaboration with the Clinical Nurse Consultant and the Director of Community Services.
- Represent Karuna in professional forums and contribute to quality improvement initiatives.
- Assist with policy and procedure development, review, and compliance to meet accreditation and legislative requirements.

#### **Mandatory Requirements:**

- Current AHPRA registration as a Registered Nurse with minimum three years full-time advanced practice experience in palliative care.
- Postgraduate qualifications in Palliative Care (or working towards them) desirable.
- Valid Class C Queensland Driver's Licence.

**Additional Information:** Participation in the clinical on-call roster is mandatory as part of Karuna's 24/7 client care model.

#### **Professional Development**

- Strive to build on existing skills and capabilities (actively seek opportunities to improve skills and competencies).
- Comply with relevant professional development requirements to keep any relevant qualifications current. - Maintain a minimum of 20 CPD points annually.
- Contribute to Karuna's internal clinical education program.
- Support a reflective, learning-oriented culture within the nursing team.
- Engage in quality improvement and research activities to enhance evidence-based care.
- Attend & contribute to organisational training sessions.
- Proactively prepare for annual review process.
- Proactively and genuinely seek feedback on work performance.
- Record professional development received.

- Model Karuna values and uphold high professional standards.

#### Selection Criteria

- Demonstrated clinical proficiency in holistic palliative care assessment and symptom management (pharmacological and non-pharmacological).
- Ability to work both autonomously and collaboratively within scope of advanced nursing practice.
- High-level interpersonal and communication skills, with strengths in conflict resolution and multidisciplinary collaboration.
- Experience in supporting and developing interdisciplinary palliative care teams.
- Proficient in business and clinical information systems.
- Ability to identify clinical risk, deliver safe care, and contribute to continuous quality improvement.

Signature: .....  
(Employee)

Date: .....

Signature: .....  
(Manager)

Date: .....