

Position Description

Position Title	Clinical Nurse – Casual Pool.
Location	Karuna Hospice Services, 27 Cartwright Street, Windsor QLD.
Department	Community Services - Clinical Team.
Position Purpose	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.
Reports To	Clinical Nurse Consultant

Our Organisation	The 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.
Our Values	How we think: Humility To delight in providing noble service in an altruistic manner for the benefit of all with whom we connect. How we act: Kindness With a generous spirit we will nurture relationships with grace and empathy. How we relate: Respect We commit to freely offering and affirming the uniqueness of all we encounter. How we find meaning: Courage <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.
Our Strategic Plan	KHS Strategic Plan 2024 - 2027

Key Accountabilities and Outcomes
Clinical Practice:

- Provide evidence-based, best practice palliative care in alignment with Karuna's values, current legislation, and NMBA professional standards.
- Deliver advanced nursing care, including holistic assessment, care planning, evaluation, and symptom management in collaboration with Karuna's interdisciplinary team and external providers (e.g., GPs, Specialists, NPs, CNCs).
- Respond appropriately to sudden changes in a client's health status using sound clinical judgement and advanced nursing skills.
- Support the autonomy, dignity, and preferences of clients and their caregivers by delivering compassionate care in the client's chosen environment.
- Advocate on behalf of clients and families when required.
- Complete all clinical and non-clinical documentation accurately and in a timely manner.

Clinical Leadership:

- Demonstrate clinical leadership in assessment, care planning, and evaluation within scope of practice.
- Model professional conduct and provide guidance to other staff, students, and visiting health professionals, as appropriate.
- Contribute to continuous improvement and high standards of care in collaboration with the Clinical Nurse Consultant.

Professional Development:

- Engage in reflective practice and maintain a minimum of 20 CPD points annually, as required by AHPRA.
- Participate in professional development activities that support clinical growth and service quality.

Additional Information: Flexibility to work weekends and participate in the on-call roster if required.

Mandatory Requirements

- Current nursing/midwifery registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse with equivalent of (3) year's full time experience in an advanced practice nursing role within Palliative Care specialty settings.
- Whilst not essential, post graduate qualifications in Palliative Care or working towards same desirable.
- Possession of current Class C Queensland Drivers Licence.

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: