

Position description

Position Title

Hospital-based Senior Nurse of Organ and Tissue Donation (HBSN)

Background and purpose of the position

Australia is a world leader in clinical outcomes for transplant patients but has a longstanding shortage of organs and tissue for transplantation.

The Victorian Government is working with the Australian Government to implement a \$151.1 million reform package of national initiatives to establish Australia as a world leader in organ and tissue donation for transplantation. For more information about the Australian Government's reform package visit <http://www.health.gov.au>

The new Commonwealth Australian Organ and Tissue Donation and Transplantation Authority (the Authority) will provide national leadership and build a new approach and system in partnership with States and Territories, the clinical community and consumers. The goal is to achieve a significant and lasting increase in the number of life-saving and transforming transplants for Australians.

New dedicated nurse positions and other clinical positions in public and private hospitals around Australia will focus on optimising organ and tissue donation rates. A new network of nationally coordinated organ and tissue donation agencies will work with hospital staff to facilitate the donation process at the State and Territory level according to national protocols and systems set by the Authority.

Successful applicants to these new positions will work as part of a national network of Senior Nurses and Medical Directors of Organ and Tissue Donation in hospitals across Australia and will be instrumental to the success of a national effort to improve organ and tissue transplantation rates for Australians.

Overarching principles

The role and responsibilities of the Hospital-based Senior Nurses reflect the overarching principles of the national reform package:

- A new, nationally consistent and coordinated approach and system for organ and tissue donation to boost the number of transplants for Australians;
- Increased, dedicated capacity within the health system to focus on organ and tissue donation; and
- The implementation in the Australian context of proven international and national best practice taking into account Victorian legislative, structural and operational requirements to maximise success.

Summary of role

The Hospital-based Senior Nurse will be responsible for raising awareness of, and providing educational services on organ and tissue donation for all local and outreach medical, nursing and allied health staff who come into contact with the donation process. They will also facilitate, under the direction of the Hospital-based Medical Director of Organ and Tissue Donation, organ and tissue donation by working with hospital teams to identify and convert potential organ donors into actual donors.

Responsibilities

The Hospital-based Senior Nurse will work with the Hospital-based Medical Director (HBMD) and the State Medical Director of Organ and Tissue Donation (SMD) in a range of clinical processes, and education and awareness raising activities, in accordance with nationally consistent programs and protocols to optimise organ and tissue donation.

The role requires relevant clinical experience, innovative thinking, change management experience, an ability to work with multidisciplinary teams and a commitment to educating others in optimising organ and tissue donation.

Clinical responsibilities

Under the direction of the HBMD and SMD, the Hospital-based Senior Nurse will:

- Facilitate organ and tissue donation processes by working with hospital teams (and organ and tissue donation agency staff) to identify and convert potential organ and tissue donors into actual donors.
- Work with hospital teams to implement nationally consistent programs and protocols directed at increasing opportunities for donation.
- Facilitate the provision of support as required for health service staff and individuals and families involved in organ and tissue donation processes.
- Support and participate in multidisciplinary working groups designed to implement service improvements and evaluate outcomes.
- Facilitate case reviews to evaluate hospital/health service policies and procedures relating to organ and tissue donation.
- Liaise with the Authority, the local organ and tissue donation agency and SMD, and other HBMDs and nursing staff dedicated to optimising organ and tissue donation for transplantation.
- Act as a leading resource with the HBMD for both staff and consumers in the context of organ and tissue donation and end of life care.

Education and Training

- Awareness raising and championing organ and tissue donation within the hospital/network of hospitals with respect to the wishes of patients and their families.
- Development, support and delivery of structured best practice education of local hospital staff in accordance with programs and protocols set by the Authority.
- Championing the use of nationally consistent clinical triggers to improve the identification of potential organ and tissue donors.

Data management and administration

- Data collection of point of care information relating to organ and tissue donation activity against performance measures and goals set by the Authority for reporting, audit and resourcing purposes.

Qualifications

The Hospital-based Senior Nurse will be:

- Registered or eligible for registration as a Registered Nurse by the Nurses Board of Victoria, and who holds, or is eligible to hold, a current practicing certificate;
- Post-registration qualifications in a specialty field relevant to organ and tissue donation;
- At least 5 years full time equivalent post registration experience, with at least 3 years full time equivalent experience in the specialty field;
- Commitment to champion, educate and lead other health professionals to improve organ and tissue donation rates and outcomes as part of a team;
- The ability and values needed to inspire and drive significant change;
- Personal resilience and strength to overcome adversities and, with the support of the Hospital-based Medical Director, find solutions to complex problems;
- Ability to communicate with influence including active listening;
- Excellent interpersonal skills, including the ability to easily build rapport with a diverse range of stakeholders;
- A strong interest / working knowledge of organ and tissue donation; and
- Demonstrated highly developed writing and oral presentation skills and proficient use of a wide range of software.

Desirable qualifications, expertise, skills and personal attributes

- Completion of relevant nationally accredited organ and tissue donation course;
- A strong interest and working knowledge of clinical processes, and the legal and ethical complexities associated with end of life care and organ and tissue donation;
- An understanding of grief and loss and the communication needs of families who face the sudden death of their relative; and
- An understanding of the principles of adult learning.

Summary

Funder: Commonwealth

Employer: Hospital or health service as applicable

Accountable to: Relevant Hospital-based Medical Director of Organ and Tissue Donation on a daily operational basis;

Role: Work with the HBMD in a range of organ and tissue processes and education and awareness raising in accordance with national programs and protocols