



Derby Aboriginal Health Services Council,
Aboriginal Corporation

JOB DESCRIPTION FORM

POSITION IDENTIFICATION

Effective date of
document

Award

Award Type: Fixed Contract

Title:

Reports to the CEO DAHS



RESPONSIBLE TO:

This position:

Senior Dialysis Registered Nurse, DAHS

Key Responsibilities

- Provide Haemodialysis for DAHS renal clients on a rostered basis
- Oversee the day to day management of the current DAHS dialysis unit as it expands in 2010 to 8 clients
- Support development of the dialysis workforce in preparation for the new 40-person capacity

satellite dialysis service in Derby, whose construction commences in 2010

- Oversee the implementation of a continuous quality improvement and quality assurance framework for the expanded Derby dialysis service
- Contribute to ongoing planning and development of the Kimberley regional renal services team

Duty Statement

Provide Haemodialysis for DAHS renal clients on a rostered basis (40%)

- Demonstrate an advanced level of renal nursing skills and act as a renal clinical resource to other staff and health team members.
- Evaluate patient treatment parameters in view of monthly bloods and discuss changes with the GP and patient.
- Consult with Renal GP and Nephrologist to ensure optimal patient care.
- Participate in the multi-disciplinary problem solving approach to patient

Oversee the management of the current DAHS dialysis unit as it expands in 2010 to 8 clients (30%)

- Monitor staffing levels and work closely the HR manager to ensure gaps are identified in a timely manner and appropriate staffing levels are able to be maintained
- Participate in the recruitment and selection of new Derby dialysis staff, and in ongoing performance monitoring processes
- Ensure all relevant clinical and organizational policies and procedures are adhered to
- Maintain regular communication with the DAHS Clinical Services Manager and SMO to ensure care is coordinated seamlessly between dialysis and PHC teams
- Work closely with relevant DAHS and KAMSC managers and staff to ensure implementation of a continuous quality improvement and quality assurance framework for Derby dialysis services
- Participate in the accreditation/licensing process as required.

Support development of the dialysis workforce in preparation for the new 40-person capacity satellite dialysis service in Derby, whose construction commences in 2010

- Actively identify and promote opportunities for raising awareness of career options in renal health, and

support those expressing an interest to pursue pathways towards this

- Provide on-the-job training and up-skilling for new recruits to the Derby dialysis team
- Where required, provide input into the planning and implementation of the new dialysis service in Derby, including planning meetings with hospital and other local services
- Conduct in-service training for health employees in Derby to enhance awareness of end stage kidney disease and its management

Contribute to ongoing planning and development of the Kimberley regional renal services team

- Provide representation where appropriate on behalf of the Derby dialysis unit at meetings of the regional Renal Services Team, ensuring Derby needs are highlighted and contributing to ongoing coordination of renal services across the region

Selection Criteria

Essential

- Renal trained Registered Nurse with more than 3 years experience in provision of renal health care
- Eligible for registration with the WA Nurses Board
- Experience supervising more junior staff
- Experience and/ skills in training others in haemodialysis
- Commitment to the philosophy and practice of Aboriginal Community Control
- Well developed interpersonal communication and organisational skills
- Ability to work as an effective team member and role model.
- Ability to maintain confidentiality at all levels
- Current Federal Police clearance
- Sound computer skills

Desirable

- Experience in working within Aboriginal Community Controlled Health Organisations

DAHS is an Aboriginal Community Controlled Organisation sensitive to the needs of Aboriginal people as expressed through the Governing Council.

CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Name: Vicki O'Donnell

Position: Chief Executive Officer, DAHS

Signed: _____

Date: ____ / ____ / ____

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

NAME	DATE APPOINTED TO POSITION	SIGNATURE	DATE

OTHER INFORMATION

The Derby Aboriginal Health Service is an Aboriginal Community Controlled Health Organisation established in 1998 in Derby, a town with a population of around 5000 people including surrounding communities.

Just over a decade after establishment, DAHS is a thriving service, providing comprehensive primary health care services to the people of Derby as well as servicing 6 remote Aboriginal communities along the famous Gibb River Rd and 2 additional remote Aboriginal communities around 100-150kms from Derby.

Operating out of a state-of-the-art, custom built clinic, the DAHS workforce has expanded to around 50 staff, including Aboriginal health workers, registered nurses, administrative staff, and general practitioners. DAHS also actively support and encourage training placements for a host of health trainees and has developed a nation-wide reputation as a leader in high quality Aboriginal primary health care provider.

3 years ago, a small dialysis unit was established within the current DAHS building, utilising 2 machines provided through the home therapies program and with state government funding to support staff salaries. This unit is now set to grow as part of a larger regional renal service expansion, with plans underway for a new dialysis unit in Derby which will have capacity to eventually cater for 40 people. Bricks and mortar will start being laid in 2010, and planning and development of the renal workforce has commenced. The position of Senior Dialysis RN at DAHS is integral to this development and with support from the Kimberley Aboriginal Medical Services Council Renal Services team, will play a key role in the preparation, development and consolidation of the new unit.

KAMSC:

KAMSC (Kimberley Aboriginal Medical Services Council) is an regional Aboriginal Community Controlled Health Service (ACCHS) resource organisation providing a collective voice for a network of member ACCHS from towns and remote communities across the spectacular Kimberley region of Western Australia.

Our major role is in advocacy and support for our ACCHS members as well as we operate remote clinics at Balgo, Billiluna, Mulan, Beagle Bay and Bidyadanga. Our member ACCHS are based in Kununurra, Halls Creek [and Ringers Soak], Derby, Jurugk [Gibb River Road- Kandiwal, Dodnun, Kupungari, Ngallagunda, Imintji, Yulumbu], Pandanus Park, Jarlmadangah Buru, the Kutjungka [Balgo, Mulan, Billiluna], Beagle Bay and Bidyadanga Communities.

KAMSC is also responsible for the development and management of Renal Services for the Kimberley, including 3 dialysis units and support and coordination of care for those in early to advanced stages of kidney disease.

The KAMSC regional collective of ACCHS is a major employer in the Kimberley, with Aboriginal people representing more than 70% of its 300+ strong workforce. KAMSC's regional support includes:

- Population Health
- Social and Emotional Well Being
- Health Promotion
- Information Technology
- Pharmacy Support and Training
- Corporate and Financial Services
- Accredited Aboriginal Primary Health Care Training and Education
- Research
- Regional Renal Services
- Undergraduate and Postgraduate Medical Training

Website: www.kamsc.org.au

Location Description: Derby

Unit / Area Background: Kimberley Renal Services

All specialised renal services in the Kimberley operate under the umbrella of the Kimberley Aboriginal Medical Services Council, and are currently undergoing rapid expansion with funding from both Commonwealth and state governments for new dialysis units in Derby and Kununurra to supplement the 40-person Kimberley Satellite Dialysis Centre (KSDC) hub already well-established in Broome.

Further, funding to KAMSC from the WA state government has allowed implementation of a comprehensive Kimberley Renal Support Service (KRSS) to enhance regional efforts in prevention, early detection and better management of chronic kidney disease; provide timely pre-dialysis education and preparation; enhance training and support for patients on home dialysis options; and create a skilled, robust and culturally safe regional renal workforce to ensure that Kimberley people with kidney disease have access to the best of care, as close to home as possible.

These comprehensive renal services are provided in partnership with the visiting nephrologist from RPH; Fresenius Medical Care (FMC) who provide state-wide home therapies services; WA Country Health Services (WACHS); and local health service providers.

The model developed in the Kimberley is an innovative one which brings together primary, secondary and tertiary services in a culturally safe framework which aims to provide patients, families and communities with the best possible services, whilst building regional workforce capacity and providing diverse career paths for local Aboriginal people.

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