



Kimberley Aboriginal Medical Services Council Inc

JOB DESCRIPTION FORM

POSITION IDENTIFICATION

Effective date of
document

Award

Award Type: Fixed Contract

Title:

Manager, Kimberley Renal Support Services (KRSS)



RESPONSIBLE TO:

This position:

Renal Haemodialysis Educator

Key Responsibilities

Development and evaluation of the Kimberley renal services haemodialysis education strategy.

Oversees the education and assessment of Aboriginal Health workers, Registered Nurses, Enrolled Nurses in the area of Haemodialysis within the Kimberley region.

1. Development & evaluation of a haemodialysis education program for Aboriginal Health workers and Enrolled Nurses in line with Community Services Health Industry Skills Council renal care skills set and in conjunction with key stakeholders.
2. Development & evaluation of a haemodialysis education program for Registered Nurses new to the

renal area in line with industry training packages and in conjunction with key stakeholders.

3. Development & evaluation of haemodialysis competencies for renal trained staff new to the Kimberley dialysis units to ensure competency in the performance of safe haemodialysis.
4. The provision of regular renal education workshops and in-service programs for regional health staff working in with the Kimberley Renal Support Service.
5. Participation in the development and ongoing review of regional renal protocols including Proteinuria, Chronic Kidney Disease, Peritoneal dialysis, Haemodialysis and Home Haemodialysis clinical protocols.

Duty Statement

1. **Development & evaluation of a haemodialysis education program for Aboriginal Health workers and Enrolled Nurses in line with Community Services Health Industry Skills Council renal care skills set and in conjunction with key stakeholders**
 - Develop in line with industry training packages a certified haemodialysis competency based program for AHW's and EN's interested in working in the area of Haemodialysis.
 - Working closely with Kimberley Renal Services and other stakeholders in evaluating to ensure the program is in line with staff development and service delivery needs.
2. **Development & evaluation of a haemodialysis education program for Registered Nurses new to the renal area in line with industry training packages and in conjunction with key stakeholders.**
 - Utilising current nephrology course programs and other industry training packages develop a competency based program for Registered Nurses new to the renal area in the Kimberley.
 - Evaluate the program and make changes accordingly.
 - Support Registered Nurses and assess skills against the competency based program.
 - Encourage and support staff wishing to undertake external Nephrology Courses.
3. **Development & evaluation of haemodialysis competencies for renal trained staff new to the Kimberley dialysis units to ensure competency in the performance of culturally appropriate and safe haemodialysis.**
 - In consultation with the dialysis unit coordinators develop a set of haemodialysis

competencies in line with accreditation, CQI and OSH practices to ensure newly employed renal trained staff meets the required competencies and work in accordance with the unit's policies, protocols and procedures.

- Ensure new renal trained staff have access to appropriate cultural safety training

4. The provision of regular renal education workshops and in-service programs for regional health staff working in with key stakeholders.

- Co-ordinate and support the integration of the Haemodialysis program into dialysis services in the Kimberley, working with the KRSS team, ACCHS and dialysis unit managers to deliver the programs in a timely coordinated fashion.
- Monitor and evaluate the new programs and adapt as necessary to ensure the programs are meeting staff and service needs.
- Monitor and evaluate the new programs and adapt as necessary to ensure the programs are in line with industry standards, dialysis unit accreditation requirements, policies, protocols and procedures.
- Work with the KRSS team in the development and organisation of regular educational workshops for health staff in the Kimberley region.
- Contribute to the education of Aboriginal Health Workers through the KAMSC Health School delivering the renal care skills set as required.
- Act as a clinical resource to other staff and health team members.

5. Participation in the development and ongoing review of regional renal protocols including Proteinuria, Chronic Kidney Disease, Peritoneal dialysis, Haemodialysis and Home Haemodialysis clinical protocols.

- Provide technical advice / assistance to support the ongoing process of development and review of regional renal best practice guidelines and protocols
- Maintain up to date renal knowledge in order to sustain best practice renal standards

Selection Criteria

Essential

- Renal trained Registered Nurse with more than 5 years experience in provision of renal health care

- Eligible for registration with the WA Nurses Board
- Advanced clinical skills, knowledge and experience and the ability to deliver education programs / clinical instruction.
- 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
- Ability to work effectively across a range of services and service providers
- Current Federal Police clearance
- Sound computer skills
- "C" class drivers licence

Desirable:

- Previous experience in working in the Aboriginal Community Control sector.
- Certificate IV in Training & Assessment

CERTIFICATION

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

Name: Anthony M Lee

Position: Chief Executive Officer

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
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OTHER INFORMATION

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, Kupungarri, 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: Broome

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.