

# Position Description

<b>Position Title:</b>	McGrath Foundation Breast Care Nurse - Benalla
<b>Reports to:</b>	Nurse Unit Manager, Oncology Unit
<b>Department:</b>	Oncology Unit
<b>Directorate:</b>	Clinical Operations
<b>Cost centre:</b>	M4013
<b>Code &amp; classification:</b>	Grade 4 Year 1 (YW17) – Grade 4 Year 2 (YW18)
<b>Employment conditions:</b>	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 and GV Health Policies and Procedures (and as varied from time to time)

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**GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.**

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

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## POSITION SUMMARY

The role provides direct breast care services for people who have been diagnosed with breast cancer in the Benalla and Mansfield community or are attending local health services. The Nurse will work closely with the regional Breast Care Nurse team to provide coordination of the regional services as hosted by GV Health and other local health services. The successful applicant will be supported to

- Develop a good understanding of a breast cancer diagnosis and the impact on patients and their families
- Build strong working relationships with members of the MDT, specialist nurses, care coordinators, mentors and clinical leads, by using appropriate language, positive attitude and a good work ethic that includes self-directed learning.
- Utilise available resources available for patients and self and understand the use of such resources at appropriate stages of care and in daily practice
- Develop the foundations to be an autonomous McGrath Breast Care Nurse with confidence in caring for individuals with breast cancer as well as their families and carers

### The position will:

- Play a vital role in the ongoing health management of the breast cancer patient by acting as their advocate and by coordinating care for people affected by breast cancer, their families and carers.
- Promote 'breast awareness' throughout the communities and organisations in which they work
- Promote a multidisciplinary approach to care planning and delivery

A Breast Care Nurse (BCN) is defined by the National Breast and Ovarian Cancer Centre as a "Registered nurse who applies advanced knowledge of the health needs, preferences and circumstances of women with breast cancer to optimise the individual's health and well-being at various phases across

the continuum of care, including diagnosis, treatment, rehabilitation, follow-up and palliative care. This advanced knowledge is based on an in depth understanding of theory and research relevant to the field of breast cancer nursing. Specifically, BCN practice incorporates advanced knowledge and skills in supportive care, including providing specialized and tailored information and education, psychological support and clinical care.

The Breast Cancer Nurse adapts their practice according to the specific and changing needs of individual people, considering multiple health needs, concerns and preferences for care. The Breast Cancer Nurse facilitates continuity of care between different phases of the cancer treatments, care setting, care plans and care providers.

This position amongst others is responsible for promoting GV Health as a quality regional health service provider

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## **RESPONSIBILITIES AND DUTIES**

**The following duties are inclusive of but not limited to the following:**

- **Application of Advanced Breast Care Knowledge**
  - Utilise and promote evidence-based BCN standard and policies currently in use and develop and/or amend these documents as required
  - Plan, coordinate and provide advanced breast care management across the care continuum to clients with breast disease, from the point of diagnosis through treatment, rehabilitation, follow-up and palliative care, where appropriate, in accordance with recognised clinical practice guidelines
  - Work with members of the multidisciplinary care team to identify and support clients at higher risk or exhibiting high levels of psychological distress at the time of diagnosis and on regular basis using systematic evidence-based approach and refer for appropriate support and onward referral
  - Continuously evaluate the client's condition and response to interventions in a timely manner and modify the BCN management plan when necessary to achieve optimal health outcomes for clients with breast cancer Implementation of the McGrath Model of Care into the Benalla BCN service
  - Actively participate in McGrath Foundation learning opportunities, including in person and online webinars, workshops and conferences.
  - Communicate effectively with other members of the health care team to facilitate efficient, timely and comprehensive assessment and identification of current and potential emotional, psychological, physical and practical needs of clients with breast cancer and their families and/or care
- **Promotion of Multidisciplinary Care**
  - Establish a working relationship, and work collaboratively with multidisciplinary team members across the continuum of care
  - Liaise with General Practitioners, specialist oncologist, cancer care coordinators, community nurses, palliative care and local hospital staff in order to build an efficient and appropriate referral network and framework of support for breast cancer clients
  - Actively facilitate the involvement of the client as a partner in the multidisciplinary team, and ensure that outcomes from multidisciplinary care meetings are incorporated into the care plans of clients Contribute, as part of the multidisciplinary team, to review of the individual clients care outcomes and continuous improvements of breast cancer service

- **Facilitation of Client-focused Support and Treatment**

- Facilitate and provide appropriate individualised information, education and support to clients/carer regarding treatment modalities, supportive care and practical assistance relevant to their needs
- Promote a client's ability to participate in care decisions and self-management of health needs, according to assessment of client's preference and resources, while ensuring the client has access to appropriate information on which to base decisions
- Develop, implement and continuously review a comprehensive care plans that is consistent with clients need and decisions, and that incorporates interventions to promote continuity of care
- Coordinate the client's treatment journey ensuring that key elements of care occur in an ordered and timely manner and that information is collected and available to ensure appropriate treatment decisions can be made
- Demonstrate a comprehensive knowledge of health services and community resources relevant to breast cancer care across the continuum

- **Provision of Client-Specific Information**

- Develop, implement and evaluate a plan for providing comprehensive, individualised and timely information to clients about breast cancer and its treatments and effects, including emotional and supportive care issues, and identifying appropriate local referral pathways for women with breast cancer and their families/carers
- Continuously assess the clients understanding of their clinical circumstances, treatment and care plan, and preference for information, support and resources
- Demonstrate comprehensive and advanced knowledge of the pathophysiology and progression of breast cancer, and current evidence regarding breast cancer treatments across the care continuum and the short and longer term effects of breast cancer and its treatments
- Demonstrate comprehensive knowledge of informational resources for breast cancer clients and facilitate access to resources relevant to client health needs and preferences
- Support and clarify information provided to the client by other members of the multidisciplinary care team (where present) regarding breast cancer and its management
- Commitment to Maintenance of Professional Standards
- Maintain a high level of clinical expertise and knowledge through participation in ongoing education and professional development activities
- Critically appraise and integrate relevant research findings and other developments in decision making about breast cancer care
- Use relevant sources to seek additional knowledge/information when presented with complex or challenging situations
- Recognise boundaries of own knowledge/expertise and ensure clients are referred to multidisciplinary care team members for access to additional support and areas of expertise

- **Act as a Breast Cancer Resource**

- Provide expert advice and professional support to nursing colleagues and other involved in breast cancer care about clinical management and professional issues in breast cancer nursing
- Disseminate information about research and other developments in breast cancer care to nursing colleagues and others involved in breast cancer care
- Promote the development of consumer-based support groups and refer clients to useful community-based resources, such as Cancer Council Helpline

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## KEY SELECTION CRITERIA

### Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse

### Essential:

- An ability to liaise effectively with a broad range of clinicians and management
- High level of interpersonal and written communication skills
- Relevant post graduate qualifications in breast care or cancer nursing or be willing to work towards completion of qualifications in same within the Associate McGrath Breast Care Nurse Framework
- Minimum 5 years post graduate nursing experience
- Demonstrated expert clinical leadership, experience and knowledge related to health care
- Knowledge of patient management and information systems

### Desirable:

- Organisation and planning skills in relation to service development
- Knowledge of current statutory requirements including relevant awards, OH&S
- Demonstrated business planning, policy, financial and human resources management skills
- Demonstrated personal qualities consistent with the GV Health values, GV Health and Victorian Public Sector Codes of Conduct (or like documents in other organisations)

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## KEY PERFORMANCE INDICATORS

### Your performance will be measured through your successful achievement of:

- Demonstrating of GV Health CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process

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## ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;

- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.

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## ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

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<b>Directorate</b>	<b>Breast Cancer Nurse – McGrath Foundation</b>
<b>Reviewed by:</b>	Nurse Unit Manager – Oncology Unit
<b>Issue Date:</b>	August 2025

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## ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

## OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

## OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

## OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

## FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)