

JOB DESCRIPTION FORM

POSITION IDENTIFICATION

Effective date of document	June 2018
Award	2010
Award Type:	N/A

Title:	Kimberley Renal Services Nephrology Educator
Reports to:	Executive Manager Kimberley Renal Services
Supervision of:	Staff during their orientation period – Aboriginal Health Worker trainee's
Relationships Internal:	<ul style="list-style-type: none"> All Kimberley Renal Services Staff
Relationships External:	<ul style="list-style-type: none"> Nursing and Aboriginal Health Care workers in training Aboriginal Medical Services staff throughout the Kimberley Other members of the multidisciplinary team Visiting Nephrology Specialist Western Australian Country Health Service (WACHS)
Duty Statement	
<ol style="list-style-type: none"> Development, implementation and evaluation of the Kimberley Renal Services nephrology education strategy. Participate in the development and ongoing review of regional renal protocols including proteinuria, chronic kidney disease, peritoneal dialysis, home haemodialysis, satellite haemodialysis and transplantation clinical protocols. 	
Key Responsibilities	
<ol style="list-style-type: none"> Development, implementation and evaluation of the Kimberley Renal Services nephrology education strategy. <ul style="list-style-type: none"> Working with key stakeholders, establish a strategy that includes but is not limited to: <ul style="list-style-type: none"> Development of a preceptorship program for all clinical areas. Development of a training program for new dialysis staff for the Derby and Kununurra units. Development of haemodialysis competencies for staff new to the Kimberley dialysis units to ensure competency in the performance of safe haemodialysis. Development of generic induction/orientation program. Establish mandatory competencies program. 	

- Development of a continuing education program for all staff
 - Utilising the industry training package renal care skills set, deliver and support staff in achieving competency in this program.
 - Encourage and support staff wishing to undertake external nephrology courses.
 - Develop an in-service program for regional health staff working in with the Kimberley Renal Service.
- Co-ordinate and support the integration of the nephrology program into the Kimberley Renal Service, working with the Kimberley Renal Support Service team, Aboriginal Community Controlled Health Services and dialysis unit managers
 - Contribute to the education of Aboriginal Health Workers through the KAMSC School of health studies, delivering the renal care skills set as required.
 - Act as a clinical resource to other staff and health team members.
 - Work closely with the Kimberley Renal Service and other stakeholders in evaluating the nephrology program to ensure it is in line with staff development and service delivery needs.
- 2. Participate in the development and ongoing review of regional renal protocols including proteinuria, chronic kidney disease, peritoneal dialysis, home haemodialysis, haemodialysis and transplantation clinical protocols.**
- In consultation with key stakeholders ensure the education strategy is in line with accreditation, CQI and OSH practices to ensure staff meet the required competencies and work in accordance with the unit's policies, procedures and guidelines.
 - 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:

- Registered Nurse holding a certificate in Nephrology Nursing, with more than 5 years' experience in provision of renal health care.
- Eligible for registration with the WA Nurses Board
- Advanced renal 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
- Certificate IV in Training & Assessment or working towards
- Willingness to travel
- Current Federal Police clearance
- Sound computer skills
- "C" class drivers licence

Desirable:

- Previous experience in working in the Aboriginal Community Control sector.

Certification

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

KAMS CEO

Signature: _____ Date: ____/____/____

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

Name of employee: _____

Date Appointed: ____/____/____

Signature: _____ Date: ____/____/____

About KAMS and KRS

Kimberley Aboriginal Medical Services

KAMS (Kimberley Aboriginal Medical Services) is a 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, in addition to KAMS being directly responsible for the provision of comprehensive primary health care in 5 remote Aboriginal community clinics at Balgo, Billiluna, Mulan, Beagle Bay and Bidadanga. Our member ACCHS are based in Kununurra (OVAHS – Ord Valley Aboriginal Health Service), Halls Creek (YYMS – Yura Yungi Medical Service), Derby (DAHS – Derby Aboriginal Health Service) and BRAMS (Broome Regional Aboriginal Medical Service).

The KAMS Centre for Aboriginal Primary Health Care Training Education and Research provides a model of integrated health education, incorporating accredited training for medical undergraduates and postgraduates, pharmacy trainees and Aboriginal Health Worker trainees through to Advanced Diploma level.

KAMS is also responsible for the development and management of Renal Services for the Kimberley, including satellite dialysis services and support and coordination of local primary health care services in the provision of renal education and prevention, early detection and better management of established kidney disease and coordination of care for those in advanced stages of kidney disease.

The KAMS 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

Kimberley Renal Services

KRS (Kimberley Renal Services) provides specialised renal services in the Kimberley. It is a wholly owned subsidiary of the Kimberley Aboriginal Medical Service Ltd. KRS has seen rapid expansion of its services in recent years with funding from both Commonwealth and State Governments for new dialysis facilities in Derby, Kununurra and Fitzroy Crossing

Further, funding to KAMS 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.

Website: www.kamsc.org.au