






Older Persons Aged and Palliative Care Officer

Department:	Health Services Commissioning
Location:	Townsville, Mackay
Position type:	Full time
Classification:	Level 6
Reports to:	Older Persons Health and Palliative Care Manager
Direct reports:	Nil

Our values

	Values statements	Core commitments
 Collaboration	We connect co-operatively across boundaries to share ideas and achieve our goals together. 'We work together'	I will work co-operatively across teams to achieve outcomes. I will connect with others to build trusting relationships. I will share ideas, knowledge, and resources.
 Leadership	We are empowered, inspired, and will step up to create a better future. 'We are all leaders'	I will role-model positive behaviours. I will create opportunities to have a positive impact. I will take responsibility for contributing to NQPHN's culture and success.
 Integrity	We hold ourselves to the highest standards of ethics and professionalism. 'We do the right thing'	I will be consistently ethical and trustworthy. I will display high levels of professionalism at all times. I will represent NQPHN with pride.
 Accountability	We own our actions, follow through on our promises, and live our values. 'We do what we say'	I will follow through on my commitments. I will take ownership of my work and performance. I will be transparent and forthcoming with information.
 Respect	We hear, acknowledge, and value all people and voices, finding unity in our diversity. 'We are considerate'	I will actively seek out and value different perspectives. I will treat all people with appreciation, dignity, and courtesy. I will be culturally informed and sensitive.



NQPHN acknowledges the Aboriginal and Torres Strait Islander peoples as Australia's First Nation Peoples and the Traditional Custodians of this land. We respect their continued connection to land and sea, country, kin, and community. We also pay our respect to their Elders past, present, and emerging as the custodians of knowledge and lore.



Role summary

The Older Persons Health and Palliative Care Officer will be responsible for delivering aged care activities and interventions that directly build the capabilities of primary health care providers (PHCPs) to deliver services to older people living in the community and residential aged care facilities (RACFs).

The Older Persons Health and Palliative Care Officer will facilitate initiatives that build after hours and virtual health services and solutions that enhance the care of older Australians across the three Northern Queensland Primary Health Network (NQPHN) regional sites as well as ensuring equity of access to rural and remote areas.

Key responsibilities

Role-specific

The key responsibilities of this role include, but are not limited to:

- providing support to RACFs in our region to have appropriate clinical facilities, equipment, staff training, and technology to provide their residents with access to quality virtual care from general practitioners (GPs) and other clinicians
- delivering initiatives that support RACFs to implement comprehensive out-of-hours arrangements and actions plans, including appropriate staff training and resources
- supporting, as requested, the commissioning of early intervention initiatives that contribute to healthy aging, including through the ongoing management of long-term conditions or reducing barriers at the aged care interface, to support senior Australians to live in the community for longer
- facilitating strong stakeholder relationships with aged care providers, general practices, and PHCPs, as well as governing agencies and other key contacts
- working collaboratively with RACFs, community-based aged care organisations, and Hospital and Health Services (HHSs) in the NQPHN region to provide integration education and skilling opportunities
- supporting relationships with aged care peak bodies to ensure collaboration in the delivery of new models of care for transition into practice
- supporting the development and implementation of an NQPHN Aged Care Program Plan informed by the Department of Health and Aged Care's (DoHAC's) guidelines
- contributing to monitoring and evaluating the delivery of the NQPHN Aged Care Program Plan and outcomes for the PHCP workforce
- supporting the needs assessment, planning, and service development in relation to the Aged Care Program
- ensuring the NQPHN Aged Care Program Plan operates within a designated budget.

Organisation-wide

- Committed to "One PHN" and working collaboratively and engaging purposefully across the organisation, including the offices, teams, and functions.
- Ensure best practice processes across all areas of responsibilities.

- Comply with the Organisation’s policies and procedures.
- Ensure the safety of yourself and others in line with the Organisation’s Workplace Health and Safety policies and procedures and the Workplace Health and Safety Act 2011.
- Perform other duties reasonably required, as directed.

Key selection criteria

- Degree qualifications in a health-related discipline and two years’ experience in a similar role, or a VET qualification, and/or a minimum of three years’ aged care experience.
- Demonstrated understanding of opportunities and challenges for the aged care sector in the North Queensland region.
- Understanding of the technological and digital systems used in aged care in Australia.
- Understanding of health commissioning processes, health service design, and delivery in a community environment.
- Demonstrated knowledge and experience in supporting aged care service development, program implementation, monitoring, and evaluation.
- Experience in supporting the development, implementation, and evaluation of aged care capacity building interventions within the primary health care and/or community services field.
- Significant knowledge to support cohesive networking and stakeholder engagement in the aged care sector across the NQPHN region.
- Demonstrated ability to prioritise and meet deadlines in a high demand work environment.
- Demonstrated interpersonal, communication (verbal and written), engagement, and negotiation skills.
- Demonstrated ability to work with diverse communities including Aboriginals, Torres Strait Islanders, and Australian South Sea Islanders in our region.

Other requirements

- Current Drivers Licence.
- Provide a National Police Check less than three months old.
- Be able to meet the requirements of a Working with Children (Blue Card) Qld (if required).

Capability Framework

NQPHN has a Capability Framework in place. This role has the following core competencies and expected levels.

Core competency	Standard
Teamwork and team leadership	<ul style="list-style-type: none"> • Supports others in taking independent action. • Resolves issues that occur with minimal direction. • Invites and builds upon the ideas of others.

Core competency	Standard
	<ul style="list-style-type: none"> • Assumes additional responsibilities to facilitate the achievement of team goals. • Actively shares knowledge among peers or offers advice to less experienced colleagues. • Effectively transfers acquired knowledge and expertise. • Demonstrates initiative in professional self-development.
Resource management	<ul style="list-style-type: none"> • Manages the allocation of resources in relation to business needs. • Manages the work plan, sets timelines and milestones, and involves stakeholders to deliver on time. • Provides advice on procedures and the use of resources.
Flexibility and continuous improvement	<ul style="list-style-type: none"> • Anticipates having to adapt work methods to changing technology and environments. • Considers problems from all new perspectives and can expand on the thinking or solutions proposed by others. • Adapts to new ideas and initiatives relevant to own area of work. • Understands and promotes the Organisation's business needs and policies for introducing change. • Is able to present the Organisation's priorities as they relate to own area of work. • Explains and convinces others of the need for adaptation and change of policies, structures, and methods.
Stakeholder engagement and communications	<ul style="list-style-type: none"> • Writes information coming from multiple sources in a logical and comprehensive, yet concise manner. • Combines information from various sources in a concise and consistent manner. • Makes sound use of graphics and tables to effectively present numerical data. • Actively nurtures both formal and informal contacts to facilitate the progress of work by proactively sharing information, best practices, and respective interests and areas of expertise. • Identifies current or past contacts that can provide work-related information or assistance. • Fosters two-way trust in dealing with contacts (e.g. maintains confidentiality regarding sensitive information).
Quality management	<ul style="list-style-type: none"> • Gains an understanding of quality management systems, so effective feedback on limitations can be provided. • Utilises quality management systems where provided by the PHN.

Core competency	Standard
	<ul style="list-style-type: none"> Provides feedback to line managers on utility of quality management systems.
Strategic thinking and innovation	<ul style="list-style-type: none"> Provides a rationale for decisions, relating them to the overall goals. Able to work on strategic activities within the team, either across the whole or within particular areas. Actively contributes to strategic discussions. Understands the Organisation's current and future role. Looks for opportunities for business improvement.
Governance and risk	<ul style="list-style-type: none"> Ensures governance arrangements are being met. Constructs formal reporting structures that are appropriate for successful partnerships. Refers to key healthcare benchmarks in making recommendations. Has a working understanding of the legal governance of engagement with public and service users. Identifies and manages risk. Remains familiar with and adheres to all policies and procedures, including Workplace Health and Safety. Contributes to a safe workplace.
Project and program management	<ul style="list-style-type: none"> Ensures a clear project scope. Develops effective project plans and cost schedules. Calculates, relates, and responds to variances in schedules and costs. Ensures effective project reporting. Effectively manages project change using appropriate change control techniques. Able to identify major and minor tasks for projects using a broad range of complex and technical tools. Manages relationships of internal and external resources and interfaces with other groups. Can identify and mitigate variations, changes, and conflicts. Solves complex problems in own area even when not always clearly defined. Resolves problems that may impact upon wider team/overall objectives. Able to apply a broad range of complex, technical, or professional risk tools in a wide variety of projects.



Core competency	Standard
Commissioning	<ul style="list-style-type: none">• Applies Commissioning guidelines and Framework.• Develops written, well-structured commissioning that clearly sets out business requirements.• Monitors Commissioning processes to ensure they are open, transparent, and effective.• Understands and participates in the Commissioning process and ensures actions are in line with the Framework.

This position description contains a limited summary of the most frequently occurring tasks and responsibilities. In practice the employee can and will be entrusted with various other tasks and responsibilities that may also be of vital importance to the performance of his or her duties. The employee will properly execute these tasks and responsibilities and will not limit themselves to invoke the tasks and responsibilities exclusively summarised in this position description.

