

POSITION DETAILS

Position Title:	Clinical Care Coordinator
Division:	Community Services
Reports To:	Team Leader – Case Management
Responsible to:	General Manager
Location:	Head Office

MAIN PURPOSE OF POSITION

The role of the Clinical Care Coordinator is to provide clinical assessment to all Home Care Packages clients and clinical leadership to Coordinators – Case Management, Coordinators - Rostering and Community Care Workers. This will ensure the continued success of the community care programs at Co.As.It. and the overall coordination of the team.

The Clinical Care Coordinator is a registered nurse.

KEY ROLES AND RESPONSIBILITIES

Client Clinical Assessment

- Conduct clinical assessment for clients using standardised tools, within program specific requirements;
- Provide clinical leadership and advice to management team and rostering team of client clinical needs;
- Formally review client care plans to ensure compliance to standards of care for quality review;
- Monitor, evaluate and review care plans as required by client care needs and alert Case Management Coordinators of any changes in the clients health;
- Record and monitor significant health conditions;
- Meet clients' clinical care needs under wound care, behaviour, pain and falls and recorded in clinical needs tool;
- Liaise with and refer to allied health, dementia and continence services and other medical practitioners as required;
- Ensure follow-up is in place within 1 business day of receiving enquiries or internal referrals;
- To be responsible for the case management of a group of complex care clients.

Administrative

- Complete Case notes after all clients visits;
- Provide case management team and clients with completed reports;

- Assist the Team Leader in the preparation of letters, submissions and monthly report for the Community Services Manager;
- Undertake (set-up and follow) administrative procedures and systems necessary for the smooth running and development of the clinical care management;
- Ensure that accurate records, accounts and reports are kept for community care services following the Aged Care Quality Standards;
- Identify and control work health and safety issues in the clients home;
- Ensure all complaints from clients are investigated and resolved in line with Co.As.It. Policies and Procedures;
- Action community care incidents as per Co.As.It. Policies and Procedures;
- Actively participate in the promotional plan for community care programs;

Supervision, education and training of staff.

- Encourage teamwork and foster good communication with staff, clients, relatives, medical practitioners, allied health professionals and the community which the program services;
- Ensure the provision of ongoing clinical advice and guidance to Coordinators – Case management, Coordinators – Rostering and Community Care Workers;
- Provide appropriate information, advice and support to staff with regards to the service activities and target group;
- Assisting in the development of a training calendar for Community Care Workers.

Service planning and development

- Assist the Team Leader and Community Services Manager in the development of quality improvement processes;
- Actively contribute to Service Planning and improvement;
- Initiate, develop and maintain ongoing contact and liaison with other specified organisations with a focus on services to the CALD community;
- Be up-to-date with current policies, changes to Government policy and ageing target groups. Research and recommend prompt action by Co.As.It.;
- Ensure compliance with relevant regulatory compliance.

Other

- Be responsible for implementing and monitoring relevant and appropriate EEO, WHS, Privacy and Confidentiality Policies and the Diversity Framework;
- Abide by all Co.As.It. policies and procedures in daily work activities;
- Any other duties relevant to the service and organisation.

KEY INTERNAL AND EXTERNAL RELATIONSHIPS

The Clinical Care Coordinator needs to build extensive networks and strong consultative relationships within the organisation as well as externally with other services in the community and aged care sector.

These relationships include:

- The Co.As.It. Board of Directors, the General Manager and the senior management team;
- Staff within the Community Care Division, including Coordinators and Community Care Workers;
- Community Development and Counselling staff;
- Finance Team;
- People & Culture Team;
- Staff across Co.As.It. generally to work collaboratively and exchange information;
- Funding bodies;
- Public and private health and community organisations concerned with the service provision to the Italian community;
- Committees and conferences of government and other stakeholders.

CHALLENGES/PROBLEM SOLVING

Major challenges of the position include:

- Managing a number of people and stakeholders concurrently;
- Achieving milestones to the required standards, targets, budgets and timelines;
- Fully understanding the issues and exercising judgement when representing Co.As.It. on external committees and consultations;
- Working flexibly and adaptably to support programs and direction of Co.As.It.

DECISION MAKING

The position is fully accountable for the quality, integrity and accuracy of the advice provided and work performed.

Decisions that can be made by the position holder include:

- Day-to-day decisions relating to community care services;
- Approval of changes to care plans and services;
- Content of advice and information provided to the Team Leader Case Management.

Decisions that are referred to a supervisor include:

- Any decision which will substantially alter the outcomes, timeframe or funding requirements of individual projects;

- Staff noncompliance with policies and procedures;
- Staff noncompliance with values and Code of Conduct;
- Major policy issues or conflicts arising in the course of work;
- Approval of Departmental reports, tenders and annual work plans;
- All expenditure;
- Recruitment;
- Matters requiring submission to the Board of Directors.

KEY PERFORMANCE CRITERIA

Broad indicators:

- Be personally guided by the values of the organisation;
- To arrive at work on time and to advise manger/supervisor of lateness or absences as soon as practicable;
- To follow all procedures in relation to health and safety and to view the health and safety of others in the work place as paramount;
- To represent Co.As.It. positively;
- Manager/supervisor kept informed of key issues;
- High level cooperation with other staff, teams and divisions.

Position Specific indicators:

- Oversee and ensure that all Departmental requirements and Co.As.It. Policy and Procedures are met for the allocated community care area including:
 - Establish a rolling twelve month calendar of Client care plan reviews;
 - Ensure accuracy of all relevant procedure relating to care planning documentation.
Monitor and report against agreed remedial action required;
- Ensure client individual budgets have sufficient funds to deliver the care plan;
- To comply with Aged Care Quality Standards;
- Ensure the use of shared resources and Community Care Workers for the benefit of clients.

SKILLS, KNOWLEDGE AND EXPERIENCE REQUIRED

Essential

- Degree in nursing and significant experience in a similar role in a community or aged care setting;
- Knowledge of the common physical, psychological and social issues affecting frail older people and people living with dementia

- Demonstrated ability to conduct programs for older people and people from CALD backgrounds;
- Demonstrated understanding of issues affecting older people from culturally diverse communities;
- Demonstrated understanding of the Australian Government funded aged care system;
- Demonstrated staff supervision skills
- Highly developed interpersonal and communication skills, including ability to undertake complex negotiations and develop networks, relationships and partnerships with internal and external stakeholders;
- Proven high level organisational, leadership and motivational skills;
- Possession of conflict resolution and negotiation skills;
- Ability to meet deadlines on a daily basis, manage competing priorities and tasks and delegate effectively;
- An ability to participate in the quality improvement process;
- A commitment to working with people from CALD backgrounds;
- Fluency in English;
- Current Drivers Licence;
- Understanding of, and commitment to, Work, Health and Safety, Equal Employment Opportunity, ethical practices and the Ethnic Affairs Priority Statement.

Desirable

- Fluency in Italian;
- Experience in conducting competency assessments for care workers.

VERIFICATION

This section verifies that the position holder and supervisor have read the above position description and are satisfied that it accurately describes the position.

POSITION HOLDER

Signature..... Date.....

SUPERVISOR

Signature..... Date.....