



North Metropolitan Health Service
Job Description Form

HSS registered June 2017

Nurse Practitioner – Emergency Department

Nurses and Midwives Agreement: SRN Level 7

Position Number: 006404

Emergency Department / Medical Division

Sir Charles Gairdner Hospital / North Metropolitan Health Service

Reporting Relationships

Nurse Co Director – Medical Division

SRN Level 10



Deputy Nurse Co-Director - Medical Division

SRN Level 9



This Position



← Also reporting to this supervisor:

-

Directly reporting to this position:

Title	Classification	FTE

Other positions under control

-

Prime Function / Key Responsibilities

The Nurse Practitioner: Emergency Services provides expert knowledge and consultancy to relevant customers within the hospital, community and statewide settings. The Nurse Practitioner functions autonomously and collaboratively in an advanced and extended clinical role with other health professionals to diagnose, treat, and manage patients' health problems. The role is grounded in the nursing profession's values, knowledge, theories and practice and provides innovative and flexible healthcare delivery that complements other healthcare providers. The Nurse Practitioner is responsible for developing standards of practice, implementing changes to clinical practice, initiating research and quality improvement activities to benefit all customers in all settings with respect to their area of expertise. Provides leadership and role modelling.

Brief Summary of Duties

1. Clinical Practice.

- 1.1 Provides advanced care to patients and families in accordance with Nurse Practitioner legislation and site designation and functions autonomously to:
- 1.2 Prescribe medications.
- 1.3 Order and analyse pathology and radiological investigations.
- 1.4 Implement a wide range of therapeutic investigations.
- 1.5 Initiate patient referral to other Health Professionals, both internal and external to the organisation.
- 1.6 Practices within a clinical framework that is evidenced based, relevant and current.
- 1.7 Completes advanced level triage / prioritisation skills and appropriate health assessments that include health history, physical examination, cultural, spiritual and social assessment.
- 1.8 Demonstrates advanced holistic nursing expertise in clinical judgement by applying principles of pathophysiology, aetiology, pathogenesis and clinical manifestations appropriate to the emergency department patient.
- 1.9 Promote and facilitate a multi-disciplinary team approach to decision making.
- 1.10 Demonstrates proficiency in documentation of clinical case management.

2 Professional Accountability and Development.

- 2.1 Responsible for own practice within the definitions of current registration and the Nurses Act 2008.
- 2.2 Complies with the relevant legislation, standards, codes of practice and competencies consistent with the emergency nurse practitioner role.
- 2.3 Works within the parameters of the Sir Charles Gairdner Hospital policies and procedures.
- 2.4 Participates in peer review processes.
- 2.5 Maintains own professional portfolio and commitment to learning and development through the utilisation of evidence based practice and research.
- 2.6 Engages in continuing self-professional development to enhance knowledge and clinical skills.
- 2.7 Engages in professional organisations and relevant practice committees.
- 2.8 Actively participates at a state, national and international level in relevant Nurse Practitioner promotional and educational events.
- 2.9 Establishes and maintains excellent professional relationships with WA Health, relevant professional bodies and other groups.
- 2.10 Develops strong collegial links and partnerships with other Nurse Practitioners.

3. Continuing Quality Improvement, Nursing Research and Education.

- 3.1 Provides leadership in coordinating and implementing Quality Improvement Projects specific to area of specialty, as well as to measure key performance indicators.
- 3.2 Conducts systematic reviews of clinical practice.
- 3.3 Initiates and analyses the research to determine clinical and management trends. Promotes excellence and implements best practice that supports the delivery of clinical care and management in area of specialty.
- 3.4 Fosters a culture that supports research and innovation.
- 3.5 Plans, conducts and evaluates education sessions for health professionals in collaboration with the nursing and medical educational team leaders in the emergency department.
- 3.6 Possesses an ability to undertake and evaluate nursing research and integrate evidence based research into practice.

4. Communication.

- 4.1 Possesses a high level of written and oral communication skills, negotiation, conflict resolution and other interpersonal skills.
- 4.2 Works in a collaborative partnership with other health care providers to ensure an integrated approach to patient care.
- 4.3 Actively and constructively participates on appropriate committees and shares information with staff at all levels.
- 4.4 Facilitates mechanisms to ensure all staff are aware of the Nurse Practitioner role and requirements.
- 4.5 Provides written evaluation reports to all relevant stakeholders.

5. Leadership.

- 5.1 Provides clinical leadership in emergency nursing and demonstrates leadership qualities to all health professionals.
- 5.2 Provides expert nursing knowledge to the multi-disciplinary team, providing direct clinical care, guidance, support, education and advice on the clinical management of emergency patients.
- 5.3 Assumes a team leadership role when required, challenges and is prepared to be challenged constructively and is accountable for decision making.
- 5.4 Acts as an advocate, mentor, clinical teacher, resource and support person.
- 5.5 Establishes effective, collaborative and professional relationships with patients, members of the multi-disciplinary team and other stakeholders.

6. NMHS Governance, Safety and Quality Requirements

- 6.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 6.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 6.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 6.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 6.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 6.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

7. Undertakes other duties as directed.

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Nurse Practitioner by the Nursing and Midwifery Board of Australia and holds endorsement as a Nurse Practitioner.
2. Successfully completed a Masters Degree in Nurse Practitioner.
3. Minimum of five years recent emergency nursing experience.
4. Demonstrated advanced clinical knowledge, skills and extended practice relevant to position.
5. Proven commitment to the development of learning, teaching and research orientated work environment within a collaborative, multi-disciplinary team.
6. Demonstrated professional leadership, team contribution, mentoring and highly developed analytical, conceptual and problem solving skills.
7. Demonstrated knowledge of Quality Improvement principles and experience in their practical application in meeting patient's needs and its relationship to strategic development.
8. Demonstrated high level communication (written and oral), consultation, negotiation and interpersonal skills.
9. Demonstrated commitment to own professional development.
10. Knowledge and understanding of current trends in healthcare practice, research and education and contributes to this at a local or national level.
11. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

Desirable Selection Criteria

1. Post Graduate qualification in Emergency Nursing.
2. Demonstrated computer literacy.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia and endorsement as a Nurse Practitioner must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

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

Manager/Supervisor

Name:
Signature/HE:
Date:

Dept./Division Head

Name: Lisa Gray
Signature: He04989
Date: 12.05.16

Position Occupant

Name:
Signature:
Date:

Organisational Environment

Our Vision	Exceptional care from dedicated people
Our Motto	We put patients first
Our Values	Accountability, Compassion, Continuous Learning & Teamwork

Conduct and Behaviour

The WA Health Code of Conduct (**Code**) identifies our CORE values, fundamental in all of our work, and translates these values into principles that guide our conduct in the workplace. It defines the standards of ethical and professional conduct and outlines the behaviours expected of all WA Health staff.

The intent of the Code is to promote a positive workplace culture by providing a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that may arise in the workplace.

WA Health CORE values are underpinned by the Western Australian Public Sector Code of Ethics which refers to the principles of personal integrity, relationships with others and accountability. WA Health CORE values are; Collaboration, Openness, Respect and Empowerment.

Professional Practice Model for Nursing

The SCGH Professional Practice Model for Nursing is a conceptual framework that supports nurses in their practice. The model defines the practice of nursing at SCGH, and the actions, interactions and partnerships necessary to achieve high quality patient care. Our model emphasises the importance of nursing leadership, best practice, innovation and professional growth, to achieving safe, quality outcomes for patients, staff and the community.

