



HSS Registered

Nurse Practitioner
Nurses and Midwives Agreement: SRN Level 7
Position Number: 601892
Palliative Care / Service 1
Royal Perth Bentley Group / East Metropolitan Health Service (EMHS)

Reporting Relationships

Medical Co-Director Service 1 (602506)	Service Co-Director Service 1 (602502)	Director of Nursing (105100) Professional Accountability
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Nursing Director RN SRN Level 10 (105222)



This Position



Directly reporting to this position:	
Title	Classification
Clinical Nurse Consultant	RN SRN 4
Clinical Nurse	RN Level 2

← Also reporting to this supervisor:

- Senior Registered Nurses RN Levels 3-7

Key Responsibilities
The Nurse Practitioner, within area of speciality, provides a clinical service in collaboration with other health professionals to diagnose, treat and manage a patient's health status in accordance with National legislation. The Nurse Practitioner performs advanced physical assessment; orders diagnostic tests, interprets the results of these tests, initiates referrals to relevant health providers, and prescribes appropriate medications and other therapies as needed. The Nurse Practitioner provides clinical leadership as appropriate. The Nurse Practitioner practices within their scope of practice considerate of the Nursing and Midwifery Board's Nursing Practice Decision Flowchart.

EMHS Vision and Values

Our Vision

Healthy people, amazing care.
Koorda moort, moorditj kwabadak.

Healthy people refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

Amazing care reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.



Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement, adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

Brief Summary of Duties (in order of importance)

1. Leadership

- 1.1 Nurse Practitioner performs advanced physical assessment; orders diagnostic tests, interprets the results of these tests, initiates referrals to relevant health providers, and prescribes appropriate medications and other therapies as needed.
- 1.1. Provides leadership to the area of speciality, developing and maintaining policies, protocols to meet clinical governance requirements.
- 1.2. Liaises with the multidisciplinary team to provide holistic care requirements to patients.

2. Clinical

- 2.1. Provides collaborative advanced, complex patient care within their scope of practice at a hospital, community and/or state-wide level.
- 2.2. Utilises enabling legislations and Australian Nursing and Midwifery Council (ANMC) Competencies to autonomously and independently manage a cohort of patients including:
 - prescribing medications;
 - ordering and analysing pathology and radiological investigations;
 - performing advanced patient assessments and formulating a diagnosis;
 - initiating and/or modifying treatment or management regimes; and
 - referring to other health professionals as appropriate.
- 2.3. Provides clinical leadership and consultancy to health professionals and providers through the co-ordination, development, maintenance and evaluation of an effective Nurse Practitioner service.
- 2.4. Manages effective patient flow through the area.
- 2.5. Develops and monitors standards and policies using an evidence based approach, developing innovative methods and techniques for effective practice and change.
- 2.6. Co-ordinates and implements quality improvement activities to establish and monitor key performance indicators.
- 2.7. Undertakes, where relevant, investigation and management of ministerial reporting requirements, enquiries and consumer complaints for the area.
- 2.8. Manages human and material resources as required.

3. Education/Training/Research

- 3.1. Engages in continuing professional development/education and ensures continuous registration as a Registered Nurse with endorsement as a Nurse Practitioner by the Nursing and Midwifery Board of Australia as per essential criterion 1.
- 3.2. Analyses the research to remain current with clinical and patient management trends.
- 3.3. Initiates quality audit and research activities to ensure own practice is consistent with best practice standards and evidence.
- 3.4. Develops implements and evaluates relevant education and training for health professionals, inclusive of undergraduate and postgraduate education, and for the community at large.

4. EMHS Governance, Safety and Quality Requirements

- 4.1. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.2. Actively participates in the Peak Performance program.
- 4.3. 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.
- 4.4. Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with EMHS Policy and the Delegations and Authorisations Schedule.
- 4.5. Completes mandatory training (including safety and quality training) as relevant to role.
- 4.6. Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

5. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse with endorsement as a Nurse Practitioner by the Nursing and Midwifery Board of Australia.
2. Demonstrated extensive professional experience, expert clinical knowledge, advanced skills and leadership within the area of speciality.
3. Demonstrated knowledge and application of human resource principles in nursing.
4. Demonstrated knowledge and application of quality improvement initiatives.
5. Demonstrated well developed interpersonal and communication (written/oral) skills.
6. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Knowledge of the state and national health policy framework which impacts on health service delivery in Western Australia and on the Hospital and Health Service.
2. Possession of an approved post graduate or higher academic qualification in relevant Nurse Practitioner speciality.
3. Demonstrated computer literacy.

Appointment Prerequisites

Appointment is subject to.

- Evidence of current registration by the Nursing and Midwifery Board of Australia 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 or	HE Number	Date
Dori Lombardi a/DON		He66772	9/11/2018
Dept. / Division Head Name	Signature or	HE Number	Date

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

Occupant Name	Signature or	HE Number	Date
Effective Date			

HSS Registration Details (to be completed by HSS)

Created on _____ Last Updated on _____ October 2019