



HSS REGISTERED

Nurse Practitioner
Nurses and Midwives Agreement: SRN Level 7
Position Number: 00113586
Service 4/Emergency Department
Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service

Reporting Relationships

Executive Director Fiona Stanley Fremantle Hospital Group
 Position Number: 110820



Nurse Director
 Award Level: SRN 10
 Position Number: 113367



This Position



Directly reporting to this position		
Title	Classification	FTE

← Also reporting to this supervisor:

- Nurse Coordinator
- Nurse Practitioners
- Nurse Unit Managers
- Clinical Nurse Consultants
- Clinical Nurse Specialists



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

Key Responsibilities

The Nurse practitioners (NPs) provide high levels of clinically focused, autonomous nursing care. NPs have a high degree of systems literacy and can independently manage care across a variety of health systems to maximise outcomes. NPs engage in support of systems; complex and critical thinking; integrate information and/or evidence; judiciously use clinical investigations; and skilfully and empathetically communicate with all involved in the care episode, including the person receiving care and their family and community, and health professional colleagues.

As part of providing care, NPs can independently request and interpret any diagnostic and/or screening investigations within their scope of practice to facilitate diagnosis and/or screening processes. This informs diagnosis and care planning. Care can include nursing interventions that involve initiation, titration or cessation of any medicines in their scope. NPs practice encompasses technical and procedural skills that are applied as part of their responsibility in initiating and managing complex healthcare requirements. NPs take responsibility for following-up on any components of care initiated. They are accountable for care provided and self-monitor their work.

The NP scope of practice is built on the platform of the registered nurse (RN) scope of practice and must meet the regulatory and professional requirements for Australia including the Nursing and Midwifery Board of Australia (NMBA) Registered nurse standards for practice, Safety and quality guidelines for nurse practitioners, Code of conduct for nurses and International Council of Nurses' Code of ethics for nurses.

The *NP standards for practice* (the standards) build on, and expand upon, those required of an RN. NPs are RNs endorsed as an NP by the NMBA and practice at an advanced level.

SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



Brief Summary of Duties (in order of importance)

1. Specific Duties/Scope of Practice Relevant to Specialty

1.1 Practices within the Emergency Nurse Practitioner Scope of Practice.

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 coordination, 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 Coordinates 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. SMHS Governance, Safety and Quality Requirements

- 4.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 4.2 Participates in the maintenance of a safe work environment.
- 4.3 Participates in an annual performance development review.
- 4.4 Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 4.5 Completes mandatory training (including safety and quality training) as relevant to role.

SMHS Job Description Form

4.6 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Occupational Safety and Health Act, the Disability Services Act and the Equal Opportunity Act.

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 role and the SMHS Values.

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. Possession of a Master's degree relevant to the Nurse Practitioner practice.
3. Demonstrated extensive professional experience, expert clinical knowledge, advanced skills and leadership within the area.
4. Demonstrated advanced level of interpersonal, negotiation and conflict resolution skills.
5. Demonstrated knowledge and practical application of quality improvement principles and initiatives.
6. Demonstrated knowledge and practical application of research principles to support evidence based practice.
7. Demonstrated knowledge and practical application of human resource management principles in nursing.
8. Demonstrated ability to work effectively within a multi-disciplinary team.

Desirable Selection Criteria

1. Demonstrated experience in managing effective patient flow and leading the achievement of key performance indicators.
2. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.
3. Possession of computer and data entry skills.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by 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.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.