



HSS REGISTERED

Nurse Practitioner - Residential Care Line

Position Details

Position Number: CG007313, CG008941
Classification: ANF SRN Level 7
Agreement: Nurses and Midwives Agreement
Directorate: Specialty and Ambulatory Services
Department: Residential Care Line (RCL)
Location: Sir Charles Gairdner Osborne Park Health Care Group

Reporting Relationships

This position reports to:

Position Number: CG 007326	Position Title: Nurse Co-Director	Level: 10
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Positions under direct supervision:

Clinical Nurse Consultant	SRN Level 4
Clinical Nurse Manager	SRN Level 4

Primary Purpose of the Role

The Nurse Practitioner role provides advanced practice, patient-centred, culturally safe care to patients; expert advice to colleagues; and support to carers and the wider Residential Aged Care community.

Utilising expert clinical knowledge, clinical reasoning and diagnostics, the Nurse Practitioner initiates, monitors, and evaluates therapeutic management plans in conjunction with nursing staff in Residential Aged Care Facilities (RACF).

The role is part of a broader, metropolitan-wide, nursing outreach service to support and positively influence the provision of nursing care in RACFs, jointly accepting accountability and responsibility for patient outcomes in collaboration with the RACF care team.

Working autonomously, the role promotes excellence in clinical standards and quality of care through research, expert clinical leadership and role modelling to other health professionals, consistent with organisational goals



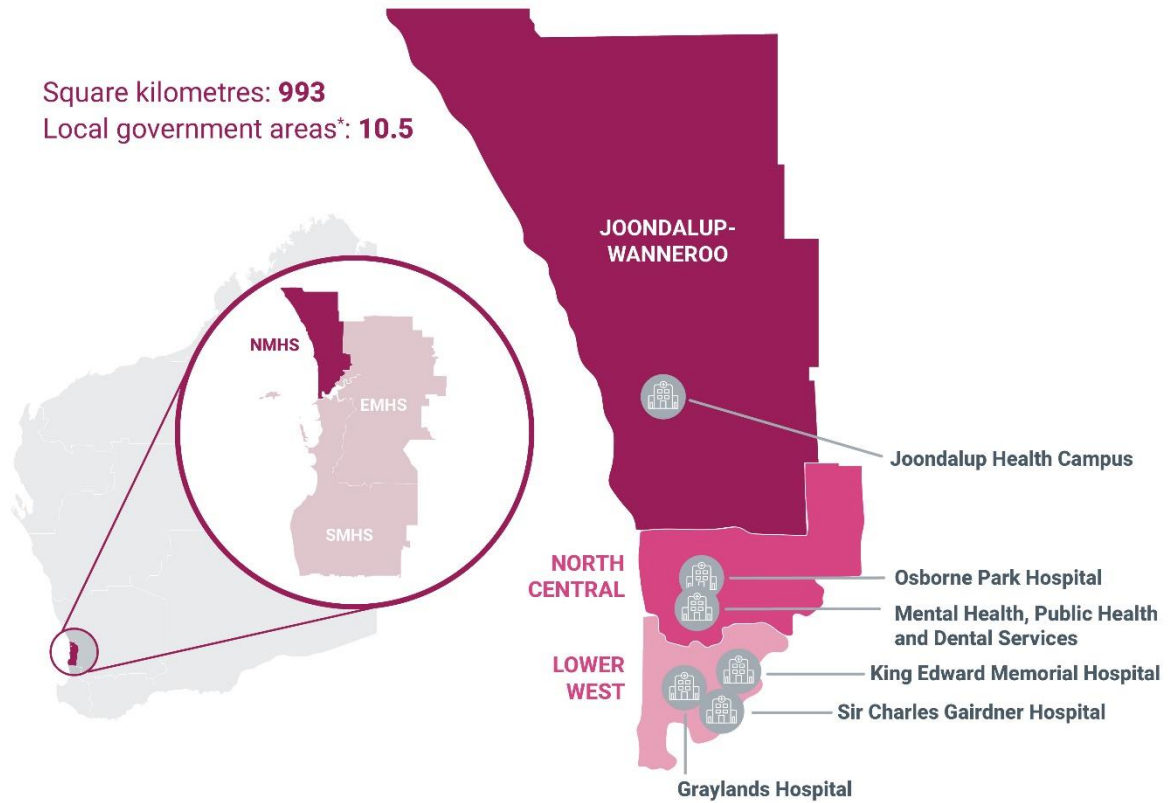
Vision

A trusted partner, delivering excellent health care for our people and our communities.



Mission

To promote and improve the health of our people and our communities.



North Metropolitan Health Service

Since our establishment in 2016, NMHS has embraced best practice to deliver improved clinical outcomes in the face of rising challenges for all healthcare providers. With a budget of \$2.16 billion and 8,917 full-time equivalent (FTE) staff, we serve a population of 736,907 people (about 28% of Western Australia's total population) within a catchment area of almost 1,000 square kilometres. The population we serve is projected to increase by 17% between 2021 and 2031, and the number aged 65 years and older will increase by 41% over the same period. NMHS provides a comprehensive range of adult specialist medical, surgical, mental health and obstetric services in WA, delivered across three tertiary hospitals and two secondary hospitals, all fully accredited. NMHS oversees the provision of contracted public health care from Joondalup Health Campus operated under a public-private partnership. A range of statewide, highly specialised multidisciplinary services is offered from several NMHS hospital and clinic sites.



Our values



Care

We show empathy, kindness and compassion to all.



Respect

We are inclusive of others and treat everyone with courtesy and dignity.



Innovation

We strive for excellence and are courageous when exploring possibilities for our future.



Teamwork

We work together as one team in a spirit of trust and cooperation.



Integrity

We are honest and accountable and deliver as promised.

Please refer to [NMHS Values – Organisational/Individual Behaviours](#) for information on individual behaviours that reflect the organisation's values.

Our strategic priorities

We are focussing on six strategic priorities for the 2020-2025 period:



Enabling healthy communities

We build healthy and engaged communities



People-centred care

We will place our consumers' and their carers' best interests and experience at the core of all we do



Integration and connection

We will build strong connections and partnerships



Innovation and adaptive models of care

We will use research and technology to improve outcomes



Trusted, engaged and capable people

We will invest in our people and our culture



Sustainable and reliable

We will reduce harm, waste and unwarranted variation



Key Accountabilities

1. Professional Practice

- Provide collaborative advanced, complex patient care within their scope of practice at a hospital, community and/or state-wide level.
- Utilise legislations and Australian Nursing and Midwifery Council (ANMC) Competencies to autonomously manage a cohort of patients including:
 - prescribing and de-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.
- Use comprehensive critical analytical thinking and expert problem-solving skills.
- Provide expert clinical knowledge in a consultancy role with patient, families and health professionals within and external to the hospital/health service.
- Contribute and support patient flow as required.
- Demonstrate expert clinical case management and documentation.
- Initiates and analyses research to determine clinical and management trends. Promoting and implementing best practice that supports the delivery of quality clinical care in area of specialty.
- Support 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.
- Develops clinical standards and policies for care using an evidenced based approach, developing innovative methods and techniques for effective practice and change internal and external to the Health Service and monitors compliance with relevant standards, legislation and regulatory requirements
- Participate in professional development review process.
- Ensure registration as a Registered Nurse with endorsement as a Nurse Practitioner by the Nursing and Midwifery Board of Australia is current.
- Maintain own professional portfolio and commitment to learning and development through utilisation of evidence-based practice research and ensuring credentialing is up to date.
- Establish and maintain excellent professional relationships, including:
 - Within WA Health, relevant professional bodies and other groups
 - Collegial links and partnerships with multidisciplinary team members
 - Active participation at a state, national and international level in relevant Nurse Practitioner promotional and educational events.
- Complete mandatory training (including safety and quality training) as relevant to role
- Perform duties in accordance with relevant Occupational Safety and Health, Equal Opportunity Legislation and WA Health Code of Conduct.



2. Leadership

- Provide advanced clinical leadership in area(s) of specialisation and demonstrates leadership qualities to all health professionals both within and external to the hospital / health service.
- Lead and develop policies and monitors compliance with relevant standards in accordance with evidenced-based practice, legislation and regulatory requirements.
- Provide a public relations function for the area including investigation and management of ministerial enquiries and patient complaints.
- Actively participate in the recruitment, selection and orientation of staff where appropriate.
- Maintain excellence in interpersonal skills and use of leadership skills to advocate and role model appropriate patient / client care and / or service delivery.
- Provide leadership in the coordination and implementation of quality improvement activities.
- Manages the allocated/available budget for the areas of responsibility.
- Develops and implements business plans and strategies to facilitate effective utilisation of allocated human, financial and physical resources consistent with division and corporate priorities.
- Demonstrates leadership consistent with the organisational values, behaviours and code of conduct.
- Actively and constructively participates in appropriate committees and shares information with staff at all levels.
- Facilitates mechanisms to promote the Nurse Practitioner service.
- Complies and presents a comprehensive annual service report.

3. Empowerment

- Demonstrate professional accountability, provides advocacy, mentorship and role modelling and contributes to the advancement of the profession
- Implement and maintain processes to support the ongoing development of staff.
- Represent the nursing profession within organisational change.
- Inspire a culture of collaboration with staff/patient and carers engagement.
- Performs as an expert practitioner in best practice by example, assessment skill and education.
- Conducts systematic reviews of clinical practice.
- Plans, conducts and evaluates education sessions for health professionals in collaboration with the nursing, medical and allied health team leaders within the hospital, community and statewide settings.



4. Innovation

- Initiate and comprehensively analyse research, to support the delivery of best clinical practice in area of specialty / service, internal and external to the hospital / health service.
- Develop innovative techniques for complex problem solving for relevant function and specialty / service both within and external to the hospital /health service.
- Comprehensively analyse health service needs in area of specialty / service and uses effective change management strategies to improve practice both within and external to the hospital / health service.
- Collaboratively develop, implement and promote evidence-based standards and policies that are compliant with relevant professional, industrial and legislative requirements, which influence service delivery.
- Initiates, implements and evaluates quality improvement and risk management activities.
- Undertakes and evaluates nursing research and integrates evidence-based research into practice.

5. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

- Reflect the NMHS values in the way you work, behave and make decisions.

6. NMHS Governance, Safety and Quality Requirements

- Participates in the maintenance of a safe work environment.
- Participates in an annual career support and development review.
- 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.
- Completes mandatory training (including safety and quality training) as relevant to role.
- Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- Abides by the WA Health Code of Conduct, Workplace Safety and Health legislation, the Disability Services Act, and the Equal Opportunity Act.

7. Undertakes other duties as directed.



Work Related Requirements

The following criteria should be considered in the context of the NMHS Vision, Mission and 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 with specialist practice in aged care and chronic disease management.
2. Demonstrates advanced clinical practice, expert knowledge, skills and collaboration in the area(s) of responsibility.
3. Demonstrates advanced communication, interpersonal skills and computer literacy.
4. Demonstrates advanced leadership consistent with organisational values.
5. Demonstrates expert analytical and problem-solving skills and flexibility to work within a dynamic environment.
6. Demonstrates extensive current knowledge in health care research and translation practice contributing to quality nursing and education of multidisciplinary health professionals.
7. Demonstrates advanced skills in policy development.
8. Demonstrates expert knowledge and application of safety, risk and quality improvement principles to nursing practice.
9. Demonstrates extensive knowledge and application of contemporary legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, management, and service delivery.
10. Current "C" or "C.A." class drivers' licence

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.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Evidence of current "C" or "C.A." class drivers' licence.

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:
Signature:
Date:

Position Occupant

Name:
Signature:
Date:



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 Professional Practice Model for Nursing describes the values and defines the structures and processes that support our nurses to enhance their own practice and to deliver quality person-centred nursing care. Every person's needs and expectations are at the centre of everything our nurses do within the healthcare group. Our nurses lead quality patient care by incorporating our values of Respect, Integrity, Innovation, Care and Teamwork within diverse nursing roles. The nursing qualities with the Professional Practice Model focus on maintaining accountability and professionalism; promoting inclusivity, diversity and equality; fostering leadership; encouraging wellbeing and self-care; promoting life-long learning; and leading safety and quality improvement activities.

