

Position Title: Nurse Practitioner

Campus: Stawell

Directorate: Chief Operating Officer - Hospitals

Department: Emergency and Critical Care

Reporting to: Direct: Nurse Unit Manager Urgent Care Centre / Simpson Ward

Indirect: Chief Nursing and Midwifery Officer

Director of Emergency and Critical Care

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: CAPR-7 – Nurse Practitioner Year 1 or 2 depending on years of experience (NO1 or NO2)

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Nurse Practitioner (NP) is an advanced practice nurse endorsed by the Nursing and Midwifery Board of Australia, practicing with a legislatively protected title. With a Masters degree, the NP is highly autonomous, providing expert, patient-centered care and contributing to clinical research, education, and clinical leadership. The NP works independently and collaboratively, demonstrating accountability for their practice as per credentialing requirements for GH and Nurse Practitioner standards (AHPRA).

NPs, possessing extensive post-graduate clinical experience, assess, diagnose, prescribe medications, and refer within their scope of practice and professional standards. The NP scope includes leading healthcare initiatives, improving access, promoting health, and managing diseases. The NPs will contribute significantly to teams and GH by offering holistic care, including diagnosis, treatment, therapeutic regimens, referrals, and appropriate testing and medication.

The NP in an Emergency or Urgent Care Setting will have advanced practice skills and knowledge in both Emergency and / or another clinically relevant area such as Primary Care, Paediatrics or Gerontology.

KEY ACCOUNTABILITIES

Patient Care and Management

- Manage and deliver the clinical care of patients within the Urgent Care Centre delivering care within the designated NP scope of practice
- Provide rapid response (MET call) within Simpson ward and other areas of the hospital in collaboration with HMO as appropriate / required.
- Supervise clinical activities, ensuring coordinated patient flow, optimising the patient journey and experience within the Urgent Care Centre.
- Provide patient education and referrals to appropriate clinical partners in or outside the Urgent Care centre

Collaboration and Performance

- Collaborate with the hospital team, working towards achieving department key performance indicators and National Emergency Access Targets (NEAT)
- Engage with other hospital staff regarding patient management, addressing issues related to the interface between Urgent Care and inpatient areas for efficient patient flow.

Decision Making and Analysis

- Demonstrate the ability to analyse situations and make timely decisions that meet the needs of patients, staff, and the department.

Workplace Safety and Collaboration

- Promote and ensure a safe and healthy workplace for staff, patients, and their families/carers.
- Collaborate with community and regional healthcare partners to enhance patient care.

Effective Communication

- Communicate information and expectations in a way that builds effective and collaborative working relationships with internal and external stakeholders.

Medical Record Management

- Ensure the completion of documentation that reflects clinical assessment, diagnoses, management plans, interventions, therapy outcomes and nursing care, as well as interdisciplinary communication
- Support accurate coding of patient presentations to ensure appropriate funding is received for the services delivered.

Quality Improvement:

- Facilitate and participate in quality improvement, audit, and utilisation review activities.
- Participate in organisation initiatives aimed at optimising patient flow through service review and model of care development.

Education, training and Professional Development

- Participate in the staff development program.
- Promote opportunities for education, training, and development of Nursing staff and other health

professional through role modelling and facilitating the exchange of knowledge to improve patient outcomes.

- Mentoring of Nurse Practitioner Candidates and other advanced scope nurses (i.e., RIPRNS)
- Develops and promotes professional links with professional bodies such as the Emergency Nurses Association or the Association of Critical Care Nurses and participates in attending and presenting in the professional learning sphere.
- Takes responsibility for being up to date with contemporary emergency care practice.

Research and Development

- Encourage and foster research and development pertinent to the Urgent Care Centre or the NP role.

Team Leadership and Workplace Culture

- Contribute to the development and maintenance of an environment in the Urgent Care Centre that attracts and retains high-quality staff.
- Lead a team environment promoting engagement, clinical escalation, learning and development, safety, and welfare.

Professional Integrity and Compliance

- Be a role model within the organization, providing professional leadership and upholding the values of Grampians Health.
- Develops and promotes collegial links with Nurse Practitioners across GH and through the NP professional bodies
- Ensure compliance with all Grampians Health Policies and Procedures.
- Comply with GH credentialling processes as required

Infection Control and Risk Management

- Adhere to GH infection control policies and procedures
- Participate in the integrated risk management and quality improvement systems, identifying and managing risks and opportunities for continuous improvement.

Patient-Centred Approach

- Demonstrate a patient/client-centred approach consistent with the Clinical Governance Framework, GH values, mission, and vision in every interaction with patients, carers, and colleagues.

KEY SELECTION CRITERIA

Qualifications and experience

- Registered with the NMBA as a Nurse Practitioner in Emergency Medicine and / or a relevant specialty
- Registered with AHPRA

Technical/Professional Knowledge and Skills

- At least 5 years demonstrated experience at an advanced level of clinical nursing practice in Emergency care
- Demonstrated commitment to providing high quality, safe patient-centred care
- Demonstrated competence in exercising levels of judgement, discretion and decision-making in the clinical sphere
- Commitment to the development of learning, teaching and research-oriented work environment within a multidisciplinary environment

Personal attributes

- **Adaptability and resourcefulness:** Maintaining effectiveness when experiencing dynamic clinical environments in the rural and regional setting.
- **Leadership Disposition:** Demonstrating the traits, inclinations, and dispositions of a clinical leader with responsibilities for supervision, team cohesiveness, mentoring, coaching and problem solving.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing work; for meeting key performance indicators; self-imposing standards of excellence rather than having standards imposed.

- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressures or critical events); handling stress in a manner that is acceptable to others and to the organisation.
- **Innovation:** Generating innovative solutions in work situations; working collegially to develop and support innovation.
- **Driving for Results:** Setting high goals for personal and department accomplishment as part of the quality improvement cycle

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.