

**Position Title:** Cancer Nurse Practitioner

**Campus:** Ballarat

**Directorate:** Hospital Services

**Department:** Cancer Services

**Reporting to:** **Direct:** Nurse Unit Manager- Day Oncology  
**Indirect:** Head of Medical Oncology  
 Director Ambulatory care and Cancer services

**Direct Reports:** nil

**Appointment Terms/Conditions:**

**Classification and Code:** Registered Nurse Division 1 Grade 6 (NO 1 CAPR 7.1)

**Enterprise Agreement:** Nurse & Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement

**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](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<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 Cancer Nurse Practitioner (CNP) must be endorsed by the Australian Health Practitioner Regulation Agency (AHPRA). The CNP is a registered nurse who has acquired the expert knowledge base, complex decision making skills and clinical competencies for extended practice. The CNP is an integral member of the health care team who practices autonomously and in collaboration with other health professionals to assess and manage patients within their clinical context using nursing knowledge and skills. Extensions to practise include prescription of medications, and at least one of the following; ordering diagnostics investigations, direct referral to other health care professionals, the ability to admit and discharge patients and/or provision of absence from work certificates.

## **KEY ACCOUNTABILITIES**

### **Direct Comprehensive Care**

- Demonstrates complex critical thinking to conduct comprehensive, relevant and holistic health assessment
- Accountable for timely and considered use of diagnostic intervention to inform clinical decision making
- Integrates theoretical and practical knowledge to apply diagnostic reasoning to formulate diagnosis.
- Considers the quality use of medicine and therapeutic intervention using their comprehensive knowledge when planning care.
- Facilitating appropriate referral to specialist or other health care providers
- Providing education specific to the patients treatment regimen
- Communicating patient management plans to all relevant members of the health care team including the GP.
- Evaluating client assessment and management on completion of the episode of care and taking appropriate action and documentation.

### **Leadership**

- Acts as a positive role model for all staff in a manner that is consistent with the values, standards and policies of the organisation and Nursing Services
- Demonstrate leadership qualities such as vision, openness, flexibility and integrity including a commitment to organisational driven change
- Demonstrate the ability to debate, negotiate, resolve conflict, and handle sensitive and complex issues
- Builds effective and collaborative relationships with patients, colleagues and other stakeholders to achieve best practice and ensure optimal outcomes for patients
- Actively promotes the NP role and advanced nursing practice through activities such as presenting at hospital and department meetings, local working groups, committees and/or special interest groups

## Education and Research

- Develops and pursues an evaluation strategy for the Nurse Practitioner role in the clinical area Grampians Health Nurse Practitioner Evaluation Framework
- Leads and contributes to quality improvement and best practice activities that evaluate current practices in the clinical area
- Monitor and evaluate clinical practice and demonstrate analytical skills in accessing and evaluating health information and research evidence.

## KEY SELECTION CRITERIA

- Registered Nurse with Australian Health Practitioners regulation Agency (AHPRA)
- Current endorsement, or working towards, by the Australian Health Practitioner Regulation Agency as a Nurse Practitioner
- Completed a Masters of Nurse Practitioner (or a Masters granted equivalence of qualification by the Australian Health Practitioner Regulation Agency plus an approved Therapeutic Medication Management module)
- Evidence of a commitment to excellence in the care of cancer patients
- Demonstrated commitment to the development and maintenance of quality nursing care
- Demonstrated ability to engage in research and practice development activities and to assist others in these undertakings
- Excellent organisational and time-management skills with an eye for attention to detail
- Highly developed communication skills
- Demonstrated understanding of the needs of oncology patients irrespective of where they are in the cancer trajectory
- Advanced level computer skills
- Ability to work autonomously

## 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 a 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.