

Position Title: Renal Nurse Co-Ordinator/ Nurse Practitioner- Wimmera

Campus: Horsham

Directorate: Hospitals

Department: Horsham Dialysis Unit

Reporting to: Director Ambulatory Care including Cancer Services
Catherine Heywood

Direct Reports: Manager Wimmera Cancer Centre Carmel OKane

Appointment Terms/Conditions:

Classification and Code: RN G4B Y1 Clin Con B / Nurse Practitioner

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Ballarat Health Services, Edenhope and District Memorial Hospital, Stawell Regional Health, and Wimmera Health Care Group as one united health service. More information can be found at 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 purpose of the Wimmera Renal Nurse Co-Ordinator (RNC)/ Nurse Practitioner (NP) is to address identified gaps for patients with chronic kidney disease (CKD) and End Stage Kidney Disease (ESKD). The role will work collaboratively as part of a multidisciplinary health care team to provide comprehensive, appropriate and timely care to patients within the Grampians Health Wimmera Renal Services across the continuum. This role will aim to achieve the delivery of high-quality, person-centered care with best outcomes that align with Grampians Health's vision, values and strategic & operational plans.

KEY ACCOUNTABILITIES

- This role will aim to achieve the delivery of high-quality, person-centered care with best outcomes that align with Grampians Health's vision, values and strategic & operational plans.
- Provide and support routine dialysis care in collaboration with the nephrologist, nursing staff, allied health and patient. This will involve assessment, diagnosis, prescribing of treatment and regular review; with the expectation that it will reduce current service gaps through more frequent and timely review. The RNC/NP, with their expert clinical knowledge and extended scope of practice would provide substantial assistance and improvement to patient treatment and their path of care
- Provide management of ESKD patients in the Wimmera Region including those on dialysis as well as those across the CKD continuum, titration of medications, patient and carer education regarding treatment options and medications, prevention and management of dialysis and access creation and complications and all supportive care needs.
- Provide consistent care from an ongoing, holistic practitioner
- Increased efficiencies and effectiveness of service provision for patients' dialysis and CKD patients.
- Re-allocation of non-urgent tasks by medical staff, freeing up valuable time for more complex patients.
- Prevention of unnecessary referrals/admissions by enhancing management in the satellite and home setting
- Present as a professional role model and clinical leader
- Promote and present staff training across the Western GH campus' as required.
- Report patient data for agreed KPI targets quarterly.
- Support patients in the CKD stage whilst they journey to chosen treatment pathway
- Support resource for Home Dialysis patients with non-complex needs.
- Attend and support a CKD clinic in Horsham.
- Participate and represent Grampians Health on relevant committees and projects as required.
- Liaise with external stakeholders i.e., Medical Renal Unit, Ballarat Dialysis unit, Parent Dialysis teams etc.

KEY SELECTION CRITERIA

Qualifications and Experience

- Must hold current registration with AHPRA as a Registered Nurse or Registered Midwife
- Have current and substantial (> = 5 years) clinical nursing experience in the specialty area
- AHPRA endorsement as a Nurse Practitioner (If NP role).
- Hold a postgraduate qualification in the specialty clinical area or be willing to work towards the same

Technical/Professional Knowledge and skills

- Well-developed understanding of the relevant clinical standards in the specialty area.

- Well-developed understanding of accreditation and practice standards in the specialty clinical area.
- Well-developed understanding of CKD treatment pathways and referral systems

Managing Work (includes Time Management): Effectively managing one's time and resources to ensure that work is completed efficiently.

If travel to other campuses of GH is required, this will be self-managed by the staff member to be conducted during work hours. Grampians Health provides a fleet of pool cars which can be booked for this purpose, and if required, accommodation will be arranged upon prior approval by the relevant line manager.

Work Environment

- Work within the GH Horsham Dialysis Unit but potential to travel to other campus'.

Personal Attributes

- **Adaptability:** Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.
- **Initiating Action:** Taking prompt action to accomplish objectives; taking action to achieve goals beyond what is required; being proactive.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressure or job ambiguity); handling stress in a manner that is acceptable to others and to the organisation.
- **Leadership Disposition:** Demonstrating traits, inclinations, and dispositions that characterise successful leaders; exhibiting behaviour styles that meet the demands of a leader role.

Interpersonal Skills

- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Communication:** Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the information of the message.

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 colleagues.
- 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.

- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- 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.