

<b>Position Title:</b>	<b>Nurse Practitioner</b>
<b>Campus:</b>	Ballarat & Horsham
<b>Directorate:</b>	Operations
<b>Department:</b>	Grampians Palliative Care (GPC)
<b>Reporting to:</b>	Manager, Palliative Care (Operational and Professional)
<b>Direct Reports:</b>	N/A

### Appointment Terms/Conditions:

<b>Classification and Code:</b>	Nurse Practitioner Year 1 or 2 – as per year level of experience
<b>Enterprise Agreement:</b>	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](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**

Nurse Practitioners at Grampians Palliative Care (GPC) provide advanced clinical leadership, expert consultation, and evidence-based care to individuals and families requiring palliative support across the Grampians region. Working collaboratively with Palliative Care Physicians, other Nurse Practitioners, Clinical Nurse Consultants, Allied Health, and community-based health care providers, the Nurse Practitioner leads the delivery of high-quality, person-centred care across inpatient and community settings.

This position plays a key role in enhancing service capability through advanced clinical expertise, education, research, and innovation, contributing to the ongoing development and integration of effective, sustainable, and equitable palliative care services throughout the region.

## **KEY ACCOUNTABILITIES**

### **Professional and Regulatory Practice**

- Complies with the full scope of Nurse Practitioner practice, underpinned by the Registered Nurse scope of practice, and meets all relevant professional and regulatory requirements, including the Nursing and Midwifery Board of Australia (NMBA) Registered Nurse Standards for Practice, Nurse Practitioner Standards for Practice, Safety and Quality Guidelines for Nurse Practitioners, Code of Conduct for Nurses, and the International Council of Nurses Code of Ethics for Nurses.
- Practices within the NMBA Nurse Practitioner Standards Framework, encompassing the four domains of Clinical Practice, Education, Research, and Leadership.

### **Clinical Practice**

- Provides advanced clinical consultation to patients, families, and carers across the Grampians region, delivering expert assessment, diagnosis, management, and care coordination for people with palliative care needs.
- Leads evidence-based, person-centred practice, recognising and responding to actual and potential problems in managing patients, and initiating timely, appropriate interventions.
- Participates in the management of region-specific triaging of referrals for palliative care and ensures equitable allocation of resources according to clinical need and acuity.
- Supports safe, coordinated discharge processes, liaising with patients, carers, and healthcare teams to ensure continuity of care.
- Is a clinical leader and role model, demonstrating excellence in advanced practice in alignment with the National Palliative Care Standards.

### **Service Development and Collaboration**

- Contributes to the ongoing development and integration of palliative care services across the Grampians region, ensuring equitable access to high-quality, consumer-focused care in both inpatient and community settings.
- Develops and maintains strong collaborative relationships with community palliative care services, acute, subacute, and aged care facilities, and other key stakeholders.
- Promotes awareness of palliative care services, standards, and best practice, and identifies strategies to support and debrief community-based providers.
- Maintains a current understanding of policy, practice, and system issues affecting palliative care delivery across the region.

### **Education and Leadership**

- Provides clinical education and mentorship to nurses, allied health, and other professionals, supporting capability building and the application of evidence-based palliative care.
- Identifies and responds to the educational needs of health professionals in oncology, palliative, and general care settings, and prepares and distributes relevant educational resources.

- Promotes nursing leadership, fostering a culture of collaboration, accountability, and continuous improvement across multidisciplinary teams.

### **Research, Evaluation, and Quality**

- Engages in research, evaluation, and quality improvement to enhance palliative care outcomes and inform best practice.
- Collects and maintains accurate data and records of Nurse Practitioner activities for reporting, service planning, and quality monitoring purposes.
- Contributes to a research-oriented environment, supporting translation of evidence into clinical and service innovation.

## **KEY SELECTION CRITERIA**

### **Qualifications**

- Current registration with AHPRA as an Endorsed Nurse Practitioner.
- Minimum of five (5) years' advanced clinical experience in palliative care, relevant to the Nurse Practitioner category Palliative Care.
- Masters of Nurse Practitioner and post-graduate qualification in Palliative Care.
- Current Victorian Drivers Licence

### **Technical/Professional Knowledge and Skills**

- Advanced clinical skills in assessment, diagnosis, and management of palliative care patients.
- Demonstrated ability to deliver advanced practice, evidence-based, person-centred care.
- Experience in education, mentoring, and quality improvement.
- Competent in clinical systems, documentation, and data management

### **Work Environment**

- Able to work autonomously and collaboratively across multidisciplinary teams.
- Experienced in community, acute, and subacute care settings.
- Flexible to work across a five-day roster and manage competing priorities.

### **Personal attributes**

- Strong leadership, communication, and interpersonal skills.
- Committed to professional integrity, learning, and continuous improvement.
- Adaptable, collaborative, and motivated to enhance palliative care services.

## **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.