**JOB DESCRIPTION**

Nurse Practitioner – Seniors Services

# **ABOUT UNITING**

**Our purpose:** To inspire people, enliven communities and confront injustice.

**Our values:** As an organisation we are **Imaginative, Respectful, Compassionate** and **Bold**.

# **Uniting’s Purpose and Values**

When you’re part of Uniting NSW.ACT, you’re part of a diverse, purpose-led team of people who are really making a difference to the world around them.

We contribute to the work and mission of the Uniting Church in NSW and the ACT through social justice advocacy, community services and spiritual care. We provide care and support for people through all ages and stages of life, with a focus on people experiencing disadvantage and vulnerability. Our purpose is to inspire people, enliven communities and confront injustice.

Uniting leaders and employees work together to create a culture that is safe, inclusive, and person-centred. We bring this to life every day through our values: compassionate, respectful, imaginative, and bold.

Uniting acknowledges the continuing sovereignty and rich cultural diversity of Australia’s First Peoples. We pay our respects to all Elders – past, present, and emerging – and to all First Peoples on whose lands we live and work.

Uniting is a Child Safe Organisation committed to promoting the safety, wellbeing and inclusion of children and young people.

# **ABOUT THE ROLE**

**Role Purpose**

The Nurse Practitioner (NP) role plays a critical role in delivering advanced, holistic, person-centered care to older adults in Uniting Senor Services including Residential Aged Care and Home and Community Care. The NP works collaboratively with multidisciplinary teams to assess, diagnose, treat, and manage health conditions, particularly focusing on chronic disease management, preventative health, and complex care needs in the aged care setting. The role also involves leadership in clinical governance, quality improvement initiatives, and mentorship of nursing staff to enhance the overall standard of care.

# ROLE KEY ACCOUNTABILITIES

You will be an integral member of an Operations Support team within Seniors Services - through the following:

* Maintain a high standard of conduct and work performance based on Uniting’s values to promote our reputation with key internal and external stakeholders
* Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end-to-end services with the consumers at the centre
* Actively engage and participate in the performance management framework and review processes at Uniting
* Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour
* Contribute to a culture of openness, feedback and productivity.
* Model, communicate and act in ways consistent with our values of Bold, Respectful, Imaginative and Compassionate.
* Take care of the safety of yourself and others at all times and undertake work in a safe manner in accordance with policies, procedures and instructions (written or verbal) and in adherence to WHS policies and procedures.
* Actively contributes to a safe and supportive working environment that is inclusive of all staff by celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As the Nurse Practitioner, your role specifically will:

Clinical

* Maintain competence to practice in accordance with national competency standards for the Nurse Practitioner as directed by the Nurses and Midwives Board of Australia (NMBA).
* Provide advanced and autonomous expert care to consumers and families in accordance with Nurse Practitioner legislation and functions by:
  + prescribing medications
  + periodically review medication regimens to identify and discontinue unnecessary medications.
  + ordering and analysing pathology and radiological tests
  + referring consumers to general practitioners and
  + undertaking consumer care on referral from health professionals.
* Consumer case management within own scope of practice.
* Provide management of long-term conditions / chronic disease management in line with national guidelines and pathways.
* Assess and manage various wounds, coordinating with other healthcare professionals when necessary.
* Oversee monitoring of psychotropic medications; adopting an evidence based best practice approach to minimising restrictive practice /chemical restraint for Consumers of Aged Care.
* Provide specialised consultations for Consumers with dementia on supporting positive behaviour and reviewing exacerbations of behaviours of concern.
* Provided specialised consultations for those living with terminal illnesses and navigating end of life care strategies for Consumers and their families
* Provide specialised consultations for those living with acute and chronic pain and provide a collaborative approach with other healthcare providers to minimise the impact of pain on Consumer and their life
* Work collaboratively to support medical, nursing and allied health colleagues performing their clinical roles.
* Actively communicate and coordinate with colleagues, specialist services and allied health professionals when providing team care.
* Escalate care to general practitioners where indicated.
* Plan and develop a problem-solving approach to consumer care.
* Collaborate with internal and external health care providers including GP’s, NGO’s, Community Health Services, Aged Care Facilities, ED’s/ASET, emergency services, community health teams, Geriatricians
* Promotion of the acute care service to RACF’s, continuing to build on key networks and policy development with participation on Regional and Seniors Services working parties
* Implement wellness and preventive care measures (Falls Review, Medication Reviews, Pressure Injury Management, Comprehensive health Assessments). Adopting an attitude of prevention is better than cure .
* Record and maintain accurate, adequate and relevant consumer records using the established practice protocols and computerised medical records system while meeting legislative standards and accreditation requirements.

Leadership and mentoring

* Promote and provide effective clinical leadership.
* Develop and promote positive relations with patients, nursing peers, medical practitioners, allied health and community.
* Identify opportunities to improve and promote evidence-based clinical practice.
* Seek opportunities for ongoing professional education.
* Participate in relevant committees and special projects as indicated.
* The development and delivery of specialty related education programs to facilitate the acquisition of information and clinical knowledge by consumers, community members and other health professionals by using new or existing pathways
* Act as a clinical leader and role model for nursing staff, offering guidance, education, and support in advanced clinical care.
* Mentor registered nurses and care staff to develop their clinical skills and encourage evidence-based practice.
* Lead by example in promoting adherence to aged care quality standards, clinical governance frameworks, and infection control policies.

Continuous quality improvement

* Provide leadership in the coordination and implementation of quality improvement activities specific to the Nurse Practitioner role.
* Participate in clinical practice improvement programs and clinical governance initiatives relevant to practice.
* Identify opportunities to improve and promote evidence-based practice.
* Initiates and participates in research and quality improvement activities and utilises findings in the provision of clinical service delivery to ensure that practice is based on most recent and available evidence, with a focus on improved service delivery.

Governance, safety and quality requirements

* Participate in an annual performance review.
* Complete mandatory training and education as relevant to the role.
* Assist in the professional development of others.
* Comply with the NMBA code of conduct for nurses
* Plan, implement and evaluate the annual plan for the NP service to the Region.

Quality and safety

* Ensure nursing compliance with federal/state legislation, nursing competency standards, practice policies and procedures.
* Contribute to staff and patient safety systems that meet contemporary clinical standards and Workplace Health and Safety (WHS) requirements.
* Participate in the practice of risk management and quality improvement processes.
* Record incidents and near misses in line with practice policy.
* Practice duty of care including meeting practice standards and accountability.
* Maintain consumer and practice confidentiality at all times.
* Ensure clinical governance processes are in place.
* Actively contribute to the development of a culture consistent with the values of the practice

# ABOUT YOU IN THE ROLE

As a staff member of Uniting you will celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

**Your directorate:**  Seniors Services

**You’ll report to:** Operations Support Lead

# YOUR KEY CAPABILITIES

**Individual leadership**

* **Improving performance -** Works with others and offers suggestions to find ways of doing the job more effectively.
* **Owning the job -** Takes ownership for all responsibilities and honours commitments within their own role and strives to achieve goals with a "can-do" attitude to levels of excellence.
* **Perseverance** - Remains committed to completing the job in the face of obstacles and barriers.
* **Timeliness of work -** Sets achievable timeframes and works to complete projects, tasks and duties on time.

**Business Acumen**

* **Organisational Operation -** Displays awareness of Uniting’s business objectives and understands how personal objectives relate to those objectives.
* **Organisational Objectives -** Has broad awareness of Uniting’s vision and values and how they apply to issues in the team.
* **Develops and Grows the Business –** Understands team and organisational goals and works collaboratively with Team Members to achieve organisational goals**.**
* **Makes Sound Decisions –** Analyses problems, seeks input from relevant people and then takes appropriate action to implement the most effective solution in a timely manner.

# QUALIFICATIONS & EXPERIENCE

**Qualifications:**

* Registered Nurse with AHPRA, including endorsement as a Nurse Practitioner or working towards same as per the Nursing & Midwifery Board Guidelines on endorsement as a Nurse Practitioner.
* Eligibility for access to Medicare benefits scheme and access to pharmaceutical benefits scheme
* Professional Indemnity Insurance
* Current Class C drivers’ license

**Experience:**

Typically this role will require 5 or more years’ experience in your field of expertise. You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined. You will be continuing to develop in your area of expertise and be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.

* Demonstrated high-level knowledge and advanced clinical nursing skills, including comprehensive assessment, interpretation of diagnostics, implementation of treatment modalities and relevant referral skills applied to a broad range of challenging, complex and changing situations.
* Demonstrated ability to perform in a clinical leadership role, evidenced by participation in practice development activities, including mentoring, education, active participation in committees and policy development.
* Demonstrated involvement in research and quality improvement that influence and enhance clinical service delivery and outcomes, models of care and evidence-based practice.
* Demonstrated effective communication and interpersonal skills across a variety of mediums, with an emphasis on service delivery, quality of care and team cohesion.
* Demonstrated ability to undertake clinical service planning with the organisation and optimise professional networking.
* Demonstrated ability to work with high autonomy and accountability while working collaboratively in a multidisciplinary and multi-service environment.
* Computer skills with experience using MS Office programs and electronic filing systems.

**Even better:**

* An understanding or experience of the Australia College of Nurse Practitioners Standards of Practice
* An understanding or experience of the Aged Care Quality and Safety Commission standards
* An understanding or experience of the National Safety and Quality health care standards
* Demonstrated understanding of key cultural issues influencing practice, patient relationship and patient need.
* Experience within an aged care setting.
* Experience with the accreditation process and quality improvement requirements.

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| **Employee Name:** | Insert employee name | **Manager’s Name:**  **Title** | Insert manager’s name  Insert manager’s title |
| **Date:** | Insert date | **Date:** | Insert date |
| **Signature:** |  | **Signature:** |  |