

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Nurse Practitioner - Emergency Department
Position Number:	519995, 522819, 522820
Classification:	Registered Nurse Grade 8, Level 3
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/North West - Launceston General Hospital
Position Type:	Permanent, Full Time
Location:	North
Reports to:	Nursing Director - Critical and Acute Inpatient Services
Effective Date:	November 2020
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse and endorsed to practice as a Nurse Practitioner</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled, or has its conditions altered.</i></p>

NB: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

The Nurse Practitioner - Emergency Department (ED):

- Is responsible, within the defined scope of practice, for the development, provision and evaluation of Emergency Medicine clinical/emergency nursing care that ensures optimal patient/client/family and community outcomes.

- Will draw upon their professional competencies to improve clinical service outcomes through effective research and quality improvement activities.
- Will actively participate statewide and nationally in research, publication, and education in the speciality of Emergency Medicine.
- Is responsible as a leader, advisor and mentor for other senior nurses practicing in the field of Emergency Medicine Nursing.

Duties:

1. Provide health care reflective of advanced and extended nursing skills, experience and knowledge in assessment, diagnosis, planning, implementation, and evaluation of care.
2. Utilise clinical guidelines that are based on best practice principles, within a collaborative and interdisciplinary framework and in accordance with national standards, agency directions, policies, legal requirements and professional competencies.
3. Undertake expert decision making within the speciality in relation to clients, their families, and the service area, across stable or unpredictable and/or complex care situations.
4. Apply evidence-based knowledge to the care and education of clients, their families, and the service area.
5. Establish therapeutic links with clients their families and the community that recognise and respect cultural identity and lifestyle choices.
6. Participate in ongoing learning and development through a professional portfolio, participation in relevant ongoing education and participation in review processes.
7. Establish effective, collaborative and professional relationships with clients, medical practitioners, and other members of the interdisciplinary health team and stakeholders to optimise outcomes for clients, their families and in the service area.
8. Contribute to the development of professional practice by participating in relevant professional organisations at local, state and national level.
9. Contribute to policy development at all levels to enhance the Nurse Practitioner role within the service area.
10. Contribute to research that leads to improvements in health and healthcare delivery, and fosters a culture of inquiry, innovation, quality and audit, and submits reports/recommendations that lead to improvement in health and healthcare delivery and minimise clinical risk.
11. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

The Nurse Practitioner - ED is responsible to the Nursing Director - Critical and Acute Inpatient Services for professional Nursing functions and the Director of Medicine for clinical functions. Operational line management is provided by the Nurse Unit Manager - Emergency Department. The Nurse Practitioner - ED:

- Practices autonomously with a high level of individual responsibility and practice in accordance with all relevant standards for Registered Nurses as prescribed by the Nursing and Midwifery Board of Australia.

- Demonstrates advanced and extended practice in the assessment, diagnosis, planning, implementation and evaluation of the care of clients within their individual scope of Emergency Management practice in accordance with the Nursing and Midwifery Board of Australia Nurse Practitioner Standards for practice.

Professional Accountability:

The Nurse Practitioner - ED:

- Is responsible for nursing practice as regulated by the Nursing and Midwifery Board of Australia.
- Complies with the relevant legislation and standards applicable to the Nurse Practitioner role.
- Works within Agency policies and procedures.
- Demonstrates commitment to clinical quality and safety through:
 - Maintenance of their professional portfolio.
 - Continual learning and development.
 - Application of evidence-based practice and research.
 - Participation in peer review processes.
 - Collegial links and partnerships with other nurse practitioners.
- Complies with the relevant Code of Ethics and Code of Professional Conduct (AHPRA) for Registered Nurses.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.
- Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

- I. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty

2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. As an endorsed Nurse Practitioner demonstrate extensive experience and advanced clinical competencies in evidence-based nursing practice in Emergency Medicine.
2. Demonstrate an understanding of the social and organisational environment impacting on health service delivery in Tasmania, with the ability to apply this understanding within the Nurse Practitioner context.
3. Demonstrated expert capacity to undertake research and provide executive leadership in quality improvement activities in line with the organisational strategic priorities both internal and external to the Emergency Department.
4. Demonstrated high level interpersonal communication skills both written and verbal with demonstrated advanced clinical leadership to undertake education and produce educational resources for the broader interprofessional team internally and externally.
5. Demonstrated ability to work in collaboration with a range of stakeholders to consult, liaise and negotiate on complex professional, clinical service and health systems issues that facilitate collaboration, trust, and rapport with health professionals within the specialty and across the healthcare continuum.
6. Well-developed and strong leadership skills with a proven ability to introduce change and positively influence culture and attitudes in a challenging working and political environment.
7. Demonstrated high level problem solving, conceptual and analytical skills with the ability to make sound independent and collaborative judgments.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).