



ROLE DESCRIPTION

Role Title:	Nurse Practitioner Candidate
Classification Code:	Registered Nurse Level 3
LHN/ HN/ SAAS/ DHW:	CALHN
Hospital/ Service/ Cluster	TQEH
Division:	Acute & Urgent Care
Department/Section / Unit/ Ward:	Emergency Department
Role reports to:	Nurse Lead - Acute & Urgent Care Clinical Practice Director – Acute & Urgent Care
Role Created/ Reviewed Date:	Feb 2022
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working with Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

In the course of fulfilling the role of the Nurse Practitioner Candidate, Level 3, Nurse/Midwives at this level are required to gain and develop the necessary clinical, interpersonal and leadership skills to meet the requirements for authorisation as a Nurse Practitioner.

Level 3 Nurse Practitioner Candidate clinicians may practice beyond the usual extent of nursing/midwifery scope of practice but should work collaboratively in the health care system. Decision regarding differential diagnosis, treatment plans including prescription of medication, radiology and pathology requests, referrals and discharge teaching must be discussed and made in conjunction with an authorised Nurse Practitioner or Consultant Medical Officer.

Practice model adopted by the organisation to enact this role, including but not limited to undertakings:

- Primarily providing direct expert nursing/midwifery care for individuals and/or groups of patients/clients;
- Providing clinical leadership to nurse/midwives within the scope of practice of a Nurse Practitioner Candidate.

Practice model adopted by the organisation to enact this role, including but not limited to undertaking:

- Primarily providing direct expert nursing/midwifery care for individuals and/or groups of patients/clients
- Providing clinical leadership to nurse/midwives within the scope of practice of a Nurse Practitioner Candidate.

Employees in these roles accept accountability for their nursing practice, professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

The Nurse Practitioner scope of practice is approved by LHN Nursing and Midwifery Credentialing Committee

Direct Reports:

NIL

Key Relationships/ Interactions:Internal

- > Maintains close collaborative working relationships with all level 3 and level 4 Nurses/ Midwives.
- > Maintain a collegial relationship between Nursing, Medical and Allied Health Staff
- > Supports and works collaboratively with less experienced members of the nursing team

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping professionally up to date with relevant research, technological advances and models of care.
- > Working appropriately and in a culturally respectful way with children, youth, women and their families where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Working collaboratively within the multidisciplinary team and across organisational Divisions/sites and promoting communication processes to enable best patient/client outcomes.

Delegations:

- > NIL

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

*NB Reference to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*
- > *SA Information Privacy Principles*
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Health Practitioner Regulation National Law (South Australia) Act 2010*
- > *Mental Health Act 2009 (SA)* and Regulations
- > *Controlled Substances Act 1984 (SA)* and Regulations
- > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- > SA Health/LHN/SAAS policies, procedures and standards

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- > Meet immunisation requirements as outlined by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > **Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.**
- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have the satisfactory Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCC must be renewed every 5 years from the date of issue; and for "Approved Aged Care Provider Positions" every 3 years from the date of issue as required by the *Accountability Principles 2014* issued pursuant to the Aged care Act 1997 (Cth).
- > For appointment in a *Prescribed Position* under the *Child Safety (Prohibited Persons Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Integrate contemporary information and evidence with personal professional experience to support the decision making, innovative thinking and objective analysis that are expected at this level. E.g. Expert clinical knowledge underpins and informs their ability to support, lead and/or provide expert clinical care; develop and guide appropriate clinical education, and/or provide management activities that contribute to improve and optimise nursing/midwifery care. > Provide comprehensive assessment of health status including history and physical examination; clinical management of patients/clients either directly or by delegation for a complete occasion of service to a defined patient/client population within a scope of practice. > Ability to initiate and interpret diagnostic pathology and/or radiology. > Initiate interventional therapies, medications and use of health appliances or equipment and admit and discharge from services. > Communicate patient/client management plans to all relevant members of the health care team, including general practitioners and/or other agencies. > Contribute expert nursing assessment and advice to local clinical teams to achieve integrated nursing care within a risk management framework. > Practice extensions of the nursing role in accordance with local clinical and/or admitting privileges, agreements, practice guidelines and/or protocols and State and Federal legislation and regulatory requirements. > Effective discharge planning / hospital avoidance through the provision of education, equipment and referral.
Support of health service systems	<ul style="list-style-type: none"> > Initiate, implement and co-ordinate processes, for quality improvement and continuity within corporate risk management and nursing/midwifery professional practice frameworks. e.g. investigating complaints, incidents and accidents, identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures. > Participate in updating local processes and practices in accordance with emerging service needs, care evaluation results, identified imminent systems problems, and coordination of local activities with corporate systems. > Lead and coordinate the development and evaluation of clinical protocols, standards, policies and procedures. > Develop customised Key Performance Indicators and/or outcomes measurement models that influence organisation wide reporting processes. > Identify the need for, lead implementation of, and evaluate changes in organisational processes and practices in response to emerging service and workforce needs. > Use available information systems to inform decision making, evaluate outcomes and convey information to staff. > Initiate, develop and implement educational and/or clinical protocols/standards. > Identifies best practice and measures adherence to evidence based clinical practice standards, to improve local performance of clinical care i.e. audits.

	<ul style="list-style-type: none"> > Maintain productive working relationships and manage conflict resolution. > May manage (be a team leader for) a small group of staff within the specialised area of practice. > Contribute to the development and sustainability of nursing skills for the needs of the specific population group using systems of resource and standards promulgation.
Education	<ul style="list-style-type: none"> > Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications and learning and practice experiences that underpin a demonstrable application of knowledge and skills commensurate with the level of autonomy, decision making authority and influence of recommendations expected of the role. > Present at conferences, undertake post graduate teaching and assessment and/or publish in refereed professional journals. > Lead the development of education resources for health professionals and patient/client groups. > Engage in opportunities to provide education to relevant members of the health care team. > Ensure mechanisms are in place to support ongoing education where work and learning are integrated.
Research	<ul style="list-style-type: none"> > Integrate contemporary information and research evidence with personal experience to support the decision making, innovative thinking and objective analysis that are expected at this level. e.g. Critically appraise and synthesise the outcomes of relevant research. > Initiate, conduct, implement and/or guide a major research or systems development portfolio relevant to improved service outcomes. > Contribute specific expertise to monitoring and evaluative research activities in order to improve nursing or midwifery practice and service delivery. > Develops, conducts and guides clinical research to evaluate own and organisational practice to deliver informed practice change. > Will lead by example in developing highly innovative solutions to problems based on research and inquiry.
Professional leadership	<ul style="list-style-type: none"> > Act as a consultant to the state or national health system in area of expertise, providing authoritative advice and recommendations. > Act as a consultant providing high level advice to key stakeholders on national and state protocols, and issues relating to professional and clinical practice, workforce, legislation, education and/or research. > Provides leadership and direction, acts as a role model, mentor, consultant and resource person. > May lead and participate in state-wide services. > Influences the practice of nursing and multi-disciplinary care. > Contribute and manage state-wide portfolios, projects, and programs to contribute to the development, implementation, and evaluation of relevant departmental and government policies. > Contribute to redesign of care and treatment practices.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate with the notation of Nurse Practitioner.

Special conditions:

- Enrolled or completed an accredited Masters programme leading to authorisation as a Nurse Practitioner.

Personal Abilities/Aptitudes/Skills:

- Demonstrated ability to work as an autonomous practitioner in collaboration with authorised Nurse Practitioners or Consultant level Medical Practitioners and effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
- Demonstrated ability in the facilitation of change management.
- Demonstrated flexibility, innovation and creativity which can be applied to the health setting.
- Demonstrated ability to participate/initiate and or facilitate high quality research.
- Ability to prioritise workload and meet set timelines.
- Proven ability for flexibility, innovation, and creativity within the whole of service setting.

Experience

- > Registered Nurse/Midwife with at least 5 years post registration experience.
- > Demonstrated advanced level of nursing practice in the care and management of consumers presenting to an Emergency Department
- > Experience in developing policies, procedures and models of care in the relevant area of clinical practice.
- > Experience in the supervision of student nurses, enrolled nurses and less experienced registered nurses.

Knowledge

- > Knowledge and understanding of the Nurse Practitioner's role.
- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare setting.
- > Knowledge of contemporary nursing/midwifery and health care issues.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > Recognised tertiary qualifications in emergency nursing or relevant to emergency nurse practitioner scope of practice.
- > Enrolled or completed an accredited Masters Programme leading to authorisation as a Nurse Practitioner.

Personal Abilities/Aptitudes/Skills:

- > Ability to work within a team framework that fosters an environment that develops staff potential.
- > Skills in using computers and software relevant to the area of practice.
- > Ability to undertake presentations to community and professional groups.

Experience

- > Experience with quality improvement activities.
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.
- > Experience in clinical management and leadership roles.

Knowledge

- > Knowledge of the South Australian Public Health System.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

The Emergency Services department Queen Elizabeth Hospital provides emergency care and frontline treatment to a wide range of clients.

The Emergency Nurse Practitioner is a registered nurse educated to provide direct expert clinical nursing care, education, consultancy, research, management and mentoring which is consistent with the mission of CALHN.

The Emergency Nurse Practitioner aims to facilitate customer focussed best practice, continuity and cost effective patient care in collaboration with medical and other health care professionals, which results in a contribution to safe, efficient and best possible care of patients. The Emergency Nurse Practitioner will ensure patient care and services are continually evaluated and improved by maximising the participation of staff and customers.

The Emergency Nurse Practitioner may practice beyond the usual extent on nursing scope of practice and are autonomous clinical decision makers, working independently and collaboratively in the health care system.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: