



ROLE DESCRIPTION

Role Title	Nurse Practitioner Palliative Care
Classification Code	Registered Nurse/Midwife Level 4 (RNM4A)
Position Number	48430
Local Health Network	Barossa Hills Fleurieu Local Health Network Inc
Hospital/ Service/ Cluster	Community and Allied Health
Division	Community Nursing
Department/Section / Unit/ Ward	Palliative Care
Role reports to	C&AH Director of Nursing
Role Created/ Reviewed Date	March 2017 / October 2024
Criminal History Clearance Requirements	<input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups <input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input checked="" type="checkbox"/> NDIS Worker Screening Please click here for further information on these requirements
Immunisation Risk Category	Category A (direct contact with blood or body substances) Please click here for further information on these requirements

ROLE CONTEXT

Primary Objective(s) of role:

A nurse practitioner is an advanced practice nurse endorsed by the Nursing and Midwifery Board of Australia to practise within their scope under the legislatively protected title 'nurse practitioner'. Nurse Practitioners are expert practitioners, practicing beyond the usual extent of a nurse, at an advanced level, with an expanded scope of practice, and with an advanced degree of autonomy and clinical decision making. They work independently and collaboratively in the health care system. Employees classified at this level provide high level clinical nursing expertise for specified individual patients/clients and/or groups/populations.

The Palliative Care Nurse Practitioner provides a service that responds to the palliative care needs of clients and community members of the Adelaide Hills Community. The Nurse Practitioner will work in a variety of settings and locations across the Hills including, client's homes nursing outpatient clinics and inpatient services focusing on the palliative care, end of life and last days of life care planning and care coordination.

The Nurse Practitioner will provide a customer focused service incorporating advanced clinical nursing care, assessment, triage, coordination, education, consultancy, research, management, and mentoring.

The service aims to facilitate accessible best practice, continuity and cost-effective patient care in collaboration with medical and other health care professionals, contributing to the safe, efficient and best possible care of clients who fall within the defined scope of practice.

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 Credentialling Committee

Direct Reports:

> Nil

Key Relationships/ Interactions:Internal

- > Reports professionally to the BHFLHN Community Nursing Director RN5.2
- > Maintains close collaborative working relationships with all level 3 and level 4 Nurses/ Midwives.
- > Maintain a professional relationship with Nursing, Medical and Allied Health Staff.
- > Supports and works collaboratively with less experienced members of the nursing team and the generalist nursing staff.

External

- > Maintains relationships with non-government organisations or other government organisations ie SAHLN and CALHN Palliative care networks.
- > Maintains relationships with General Practitioners.

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 promotes communication processes to enable best patient/client outcomes.
- > Promoting communication processes to enable best practice client outcomes

Delegations:

> Nil

Resilience:

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and Barossa Hills Fleurieu Local Health Network Inc 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's Protection Act 1993 (Cth)* – '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.

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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.

Cultural Statement:

The Barossa Hills Fleurieu Local Health Network (BHFLHN) welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. The BHFLHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions:

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

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- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory National Police Certificate (NPC).
- > Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit.
- > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of unsupervised contact with vulnerable groups.

- > Prescribed positions under the Disability Services Act 1993 must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit
- > NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- > WWCCs must be renewed every 5 years thereafter from date of issue.
- > Must be an Australian Resident or hold a current working visa.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > 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.
- > The incumbent may be required to undertake further study to obtain a qualification which supports the needs of the health unit. Where further study is required the BHFLHN will provide support and assistance in accordance with provisions of the SA Health (Health Care Act) Human Resources Manual. Note, however, this Special Condition does not apply to existing LHN employees with continuous employment within this LHN which commenced prior to 1 October 2016.
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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 experience to support the decision making, innovative thinking and objective analysis that are expected at this level (eg. 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 care). > Provide direct, expert clinical nursing care, select, and implement different therapeutic interventions in the palliative care setting, provide individual case management to a defined population of patients/clients and evaluate progress. > Provide comprehensive palliative care 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. > Communicate with consumers and their family to support them to understand their care options > Contribute expert nursing assessment and advice to local clinical teams to achieve integrated palliative 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. > Be required in a multidisciplinary Primary Health Care setting to apply nursing / midwifery nursing expertise. > Effective complex 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 palliative care processes, for quality improvement and continuity within corporate risk management and nursing/midwifery professional practice frameworks (eg. investigating complaints, incidents and accidents, identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures). > Change 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. > Maintain productive working relationships and manage conflict resolution.

	<ul style="list-style-type: none"> > 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. > Contribute to the development and sustainability of palliative care nursing skills for the needs of the specific population group using systems of resource and standards promulgation. > Supporting values that respect historical and contemporary Aboriginal cultures so that Aboriginal people are recognised as having a special connection with the State; > Ensuring the needs of all cultures are met through the provision of appropriate services
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 palliative care 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. > Apply and share expert clinical knowledge to improve patient/client care outcomes.
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 Palliative 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.
- > Masters' Degree in Specialty area or equivalent (Palliative Care)
- > Endorsed as a Nurse Practitioner with AHPRA.

Personal Abilities/Aptitudes/Skills:

- > Demonstrated ability to work as an autonomous practitioner and/or as part of a multidisciplinary team.
- > 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.
- > Demonstrated commitment to worker and consumer participation in service planning.
- > Demonstrated leadership and motivational skills.
- > Demonstrated ability to be self-motivated, resourceful, imaginative and innovative.
- > Ability to identify problems and develop and implement strategies for resolution.
- > Demonstrated commitment to Quality Management.
- > Effective time management skills, able to priorities workload and meet deadlines.
- > Computer literacy skills in using software relevant to the area of practice (Microsoft office).

Experience

- > Registered Nurse/Midwife with at least 5 years post registration experience.
- > Demonstrated advanced level of nursing practice in the care, coordination and management of patients in Primary healthcare setting including those with chronic disease.
- > Experience in working in rural and/or remote communities
- > 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.
- > Experience with quality improvement methodologies for clinical activities
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing and practice.
- > Experience in clinical management and leadership roles.
- > Experience in primary health care and chronic disease management and health education
- > Demonstrated skill and effectiveness in leading team approaches to system development and quality management activities.

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.
- > Demonstrated knowledge of research and the ability to analyse and interpret data

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Tertiary qualifications in nursing or human services related discipline.

Personal Abilities/Aptitudes/Skills:

- > Ability to work within a team framework that fosters an environment that develops staff potential.
- > Ability to undertake presentations to nurses and other professional groups

Experience

- > Experience with contributing to quality improvement activities.
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.

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 the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

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:

Barossa Hills Fleurieu Local Health Network has an expenditure budget of around \$280 million and an employed workforce of over 2000.

The LHN encompasses country hospitals and health services that provide support and services to approximately 12% of the South Australian population.

The region is an area of significant population growth for South Australia. Our sites and services are located at Mt Barker, Gawler, Victor Harbor (Southern Fleurieu), Strathalbyn, Kingscote, Mt Pleasant, Angaston, Tanunda, Gumeracha, Eudunda and Kapunda. The LHN has 11 public hospitals, 6 aged care facilities and an extensive range of community based services.

A range of clinical services are delivered including Acute care, Medical, Accident and Emergency, Surgery, Birthing and Midwifery, Specialist Consultancy, Renal Dialysis, Chemotherapy, Transfusions, Rehabilitation, Residential Aged Care, Respite Care, Transitional Care Packages, Aboriginal Health, Mental Health, Allied Health, Community Health (Country Health Connect), Community Nursing, Palliative Care, Community Home Support Packages and Home Modifications.

The Rural and Remote Mental Health Service at Glenside, Adelaide, provides services to the region with a team including psychiatrists, psychologists, social workers, occupational therapists and mental health nurses. There are also specialist youth mental health clinicians and access to specialist older persons mental health services.

The Barossa Hills Fleurieu Local Health Network is the host LHN for the Rural Support Service. The RSS supports all six regions LHNs by bringing together a number of specialist clinical and corporate advisory functions focused on improving quality and safety.

BHFLHN provides aged care services at Gumeracha, Mount Pleasant, Kapunda, Eudunda, Strathalbyn and Kingscote. BHFLHN is a registered provider of the Commonwealth Residential Aged Care, Home Care Packages, National Disability Insurance Scheme, Department of Veterans Affairs Community Nursing and Home Care, Home and Community Care (state government funded), Transition Care Program, Short Term Restorative Care, and the Aged Care Assessment Program.

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.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

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

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

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:

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