



ROLE DESCRIPTION

Role Title:	Nurse Practitioner Candidate
Classification Code:	Registered Nurse/Midwife Level 3
LHN/ HN/ SAAS/ DHA:	WCHN
Hospital/ Service/ Cluster	WCHN
Division:	Paediatric Medicine
Department/Section / Unit/ Ward:	Paediatric Emergency Department
Role reports to:	Reports to: Nursing Service Director PED
Role Created/ Reviewed Date:	April 2019, Reviewed June 2024
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission)
Immunisation Risk Category	<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)

ROLE CONTEXT

Primary Objective(s) of role:

The Nurse Practitioner Candidate (NPC) is engaged in a programme of clinical training and professional development that extends and expands their scope of practice for authorisation as a Nurse Practitioner with the Nursing and Midwifery Board of Australia (NMBA). NPC's accept accountability for the outcomes of Nursing practice for a specific client group and for addressing inconsistencies between practice and policy.

Candidates are required to meet ongoing clinical training requirements of the candidacy, demonstrating progress within the candidacy programme toward authorization, consistent with the programme guidelines and through evaluation and feedback of their identified clinical supervisory panel.

In the course of fulfilling the role the NPC, in consultation with other members of the multidisciplinary team, the NPC is responsible for the provision of high level Paediatric emergency care and advice (as defined relevant) and to be an expert resource for patients, families, health care professionals. Educational institutions and the community across South Australia.

Various practice models may be used to enact this role, including but not limited to

- primarily providing direct expert nursing and care for an individual or group of clients
- providing clinical leadership to nurses and midwives.

Direct Reports:

Nil

Key Relationships/ Interactions:

Internal

- > Operationally and professionally reports to the Nursing Service Director PED
- > Works collaboratively with the Medical Unit Head of the PED Service and medical team
- > Works collaboratively with all Nurses and Midwives within WCHN
- > Maintains a cooperative and productive working relationship with all members of the health care team
- > Supports and works collaboratively with the less experienced members of the nursing and midwifery staff within WCHN
- > Contributes to the day to day operations of the service and will provide professional guidance to Nursing/Midwifery staff, particularly less experienced members of the nursing team.

External

- > Involves patients/parents/carers and families and communities in service planning, implementation and evaluation.
- > Works collaboratively with external agencies providing services to patients as required
- > Maintains and develops collegial and collaborative relationships with other NP's and NPC's working in Emergency Department serviced in South Australia and Australia
- > Maintains relationships with non-government organisations or other government organisations.

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.
- > Development of the role and functions of a Nurse Practitioner within a multidisciplinary acute care health setting
- > Ensure Paediatric Emergency health care services are delivered within best practice standards and improve health outcomes for all patient groups

Scope of Practice:

- > The Clinical Scope of Practice for the Nurse Practitioner Candidate may vary depending on the context and needs of the client group. The NPC is an advanced nursing role and will work in accordance with their defined Scope of Practice as included within their role description (addendum - Clinical Scope of Practice). The Clinical Scope of Practice will be regularly reviewed (no less than every six months) with the role holder and the appropriate manager/delegate and will be submitted to the Women's & Children's Health Network (WCHN) Nursing & Midwifery Credentialing Committee (or equivalent) for endorsement.

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'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/WCHN 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

- > 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 currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007 (Cth)*.
- > 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.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.

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. 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 under supervision as required within the individual's scope of practice. > Initiate interventional therapies, medications and use of health appliances or equipment and admit and discharge from services under supervision as required within the individual's scope of practice. > 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.
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. > 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. > 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. > 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.
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

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.

Experience

- > Registered Nurse/Midwife with at least 3 years post registration experience.
- > Demonstrated advanced level of nursing practice
- > 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 (To distinguish between applicants who have met all essential requirements)

Educational/Vocational Qualifications

- > Currently enrolled in a master's degree or equivalent recognised program, approved by the NMBA for endorsement as a Nurse Practitioner, at an Australian tertiary institution.
- > Recognised tertiary qualifications in Emergency Nursing

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.

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 Paediatric Emergency presentations
- > Previous experience in Nurse Practitioner role or equivalent

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 legal entities include but are not limited to Department for Health and Wellbeing, 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 Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages , within its identified resources, health services for children, young people and women, including:

- > Specialist hospital services
- > Primary health care and population health programs
- > Integrated community care service
- > Services to address the health and wellbeing of particular populations, including Aboriginal Health programs
- > Education and training programs
- > Research

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:

Women's and Children's Health Network Strategy 2026

Four Strategic Priorities



Improved health and wellbeing of families and communities



Meaningful gains in Aboriginal health and wellbeing



Provide leading healthcare for women, babies, children and young people



Create one health network

Key Enablers

Effective communication

Consumer and community engagement

Culture and leadership

Engaged and capable workforce

Enabling technology

Research

Productive partnerships

Contemporary infrastructure

Financial sustainability

Continuous improvement and innovation

Mission To improve the health and wellbeing of families and communities by providing integrated care and support

Vision To be a leading and respected health network for women, babies, children, young people and their families

Values Compassion, Respect, Equity, Accountability, Together for Excellence

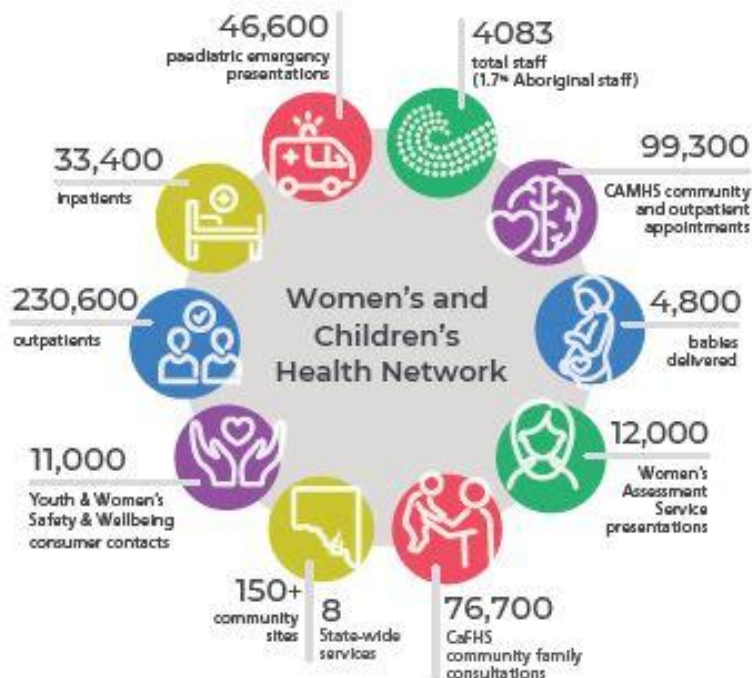
Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

- Provide outstanding care and service
- Enhance our culture and leadership
- Design and deliver a new Women's and Children's Hospital
- Strengthen partnerships, expand innovation
- Through research, education and learning, inspire others, share specialist knowledge and deliver excellence in everything that we do
- Deliver an integrated WCHN

Our Way is underpinned by our agreed ways of working together that enable us as an organisation to:

- Share a common purpose and direction
- Use innovative and new ways to deliver our service
- Educate and support people to excel in the care that they give
- Grow and develop our current and future leaders
- Ensure that we have consistent behaviours and ways of working
- Implement processes and systems that are efficient and effective



State-wide services: Child and Family Health Service, Child and Adolescent Mental Health Service, Yarrow Place Rape and Sexual Assault Service, Disability Services, Child Protection Service, Metropolitan Youth Health, Women's Health Service, Women's Safety Strategy