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SA Health Job Pack

Job Title	Nurse Practitioner Candidate / Nurse Practitioner - Emergency KIHS
Eligibility	Open to Everyone
Job Number	767251
Applications Closing Date	26/11/2021
Region / Division	Barossa Hills Fleurieu Local Health Network
Health Service	Kangaroo Island Health Service (KIHS) - Emergency Department
Location	Kangaroo Island
Classification	RN/M3, RN/M4
Job Status	Temporary Full-Time position working up to 30/9/2022
Total Indicative Remuneration	RN/M3: \$126,942 - \$134,018 p.a. RN/M4: \$131,949 - \$138,898 p.a.

Contact Details

Full name	Katrina Seng
Phone number	8553 4200
Email address	katrina.seng@sa.gov.au

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☒ Working with Children Check (WWCC) - **DHS**
- ☒ Unsupervised contact with Vulnerable groups- **NPC**
- ☐ Disability Services Employment Screening - **DHS**
- ☐ No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements

ROLE DESCRIPTION

Role Title:	Nurse Practitioner
Classification Code:	Registered Nurse/Midwife Level 4
LHN/ HN/ SAAS/ DHW:	Barossa Hills Fleurieu Local Health Network (BHFLHN)
Hospital/ Service/ Cluster	Kangaroo Island Health Service (KIHS)
Division:	Acute Care
Department/Section / Unit/ Ward:	Acute Services
Role reports to:	Director of Nursing Midwifery, KIHS
Role Created/ Reviewed Date:	January 2021
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> DHS Disability Services Employment Check <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups
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:

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.

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

- Reports professionally to Director of Nursing, Kangaroo Island Health Service (KIHS) and issues relating to Medical Governance, the NP and/or ENP will report to the Clinical Director Emergency Southern Fleurieu Health Service, BHFLHN (MD02).
- Maintains close collaborative working relationships with all level 3 and level 4 Nurses/ Midwives.
- Maintain collegial relationships between Nursing, Medical and Allied Health Staff.
- Supports, mentors and works collaboratively with less experienced members of the nursing team.
- Contributes to the day to day operation of the KIHS and provides professional guidance to Nursing/Midwifery staff.

External

- Maintains positive and effective 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 changes in models of care.
- > Working appropriately and in a culturally respectful way with patients and their families where there are multiple complexities, diverse cultural backgrounds and expectations of client and service delivery quality.
- > 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.
- > Working in a remote geographical location that requires enhanced communication and collaboration skills to ensure care is achieved.

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/BHFLHN 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.

Cultural Statement:

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

Special Conditions:

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- 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 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/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.
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 (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. > Use available information systems to inform decision making, evaluate outcomes and convey information to staff. > Initiate, develop and implement educational and/or clinical

	<p>protocols/standards.</p> <ul style="list-style-type: none"> > 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 (eg. 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. <p>Contribute to redesign of care and treatment practices.</p>

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.
- > Authorised 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.

Experience

- > Registered Nurse/Midwife with at least 5 years post registration experience.
- > Demonstrated advanced level of nursing practice in the care and management of emergency care of patients to a level 3 emergency service.
- > 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 and or Midwifery research and integrating, where relevant, the results into nursing and or midwifery practice.
- > Experience in clinical management and leadership roles.

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

- > 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.
- > Skills in using computers and software relevant to the area of practice.

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.
- > Previous experience working in rural and/or remote locations

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.

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:

Date:

ROLE DESCRIPTION

Role Title:	Nurse Practitioner Candidate
Classification Code:	Registered Nurse/Midwife Level 3
LHN/ HN/ SAAS/ DHW:	Barossa Hills Fleurieu Local Health Network (BHFLHN)
Hospital/ Service/ Cluster	Kangaroo Island Health Service (KIHS)
Division:	Acute
Department/Section / Unit/ Ward:	Emergency Department
Role reports to:	Director of Nursing Midwifery, KIHS \
Role Created/ Reviewed Date:	January 2021
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> DHS Working With Children Check (WWCC) <input type="checkbox"/> DHS Disability Services Employment Check <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups
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:
<p>Employees classified at this level provide clinical nursing/midwifery expertise for specified individual patients/clients and/or groups/populations, and/or provide clinical leadership for an area of practice, and may work in a variety of clinical settings. Employees classified at this level are experts within their area and stream of practice and have a significant degree of autonomy and decision making.</p> <p>Various practice models may be used to enact this role, including but not limited to: (choose relevant dot points for the role)</p> <ul style="list-style-type: none"> • Primarily providing nursing/midwifery care; • Providing clinical leadership to nurses/midwives; • Coordination and leadership of projects and/or programs that contribute clinical expertise to improve patient/client/service outcomes; • Nurse Practitioner Candidate: Nurses classified at this level are working towards becoming an expert and being able to provide extended practice in their specialist field, within their scope of practice. They develop their capacity for extended practice by increasing their knowledge and skills through ongoing clinical exposure, post graduate qualifications and mentoring, with supervision by an authorised nurse practitioner and/or medical staff. <p>Employees in this role accept accountability for their nursing/midwifery practice, the outcomes of nursing/midwifery practices for the specific patient/client group, the professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.</p>

In the course of fulfilling the role of 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. Decisions regarding differential diagnosis, final diagnosis, treatment plans including prescription of medication, radiology and pathology requests, referrals and discharge teaching must be discussed and made in conjunction with the an authorised Nurse Practitioner or Consultant Medical Officers.

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 nurses/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 nurses/midwives within the scope of practice of a Nurse Practitioner Candidate.

Employees in this role accept accountability for their nursing/midwifery practice, the outcomes of nursing/midwifery practices for the specific patient/client group, the professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

Direct Reports:

- Nil

Key Relationships/ Interactions:

Internal

- > Works closely with Site DONs, NUMs and regional Nurse Practitioners to achieve BHFLHN strategic and local objectives and to improve and evolve nursing models of care.
- > Maintains close collaborative working relationships with all level 3 and level 4 Nurses/Midwives.
- > Maintains cooperative and productive working relationships within all members of the health care team.
- > Supports, mentors and works collaboratively with less experienced members of the nursing/midwifery team.

External

- > Maintains positive and effective relationships with non-government organisations or other government organisations/agencies.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping professionally up to date with relevant research, technological advances and changes in models of care.
- > Working appropriately and in a culturally respectful way with patients and their families where there are multiple complexities, diverse cultural backgrounds and expectations of client service delivery quality.
- > 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.

Delegations:

- > Levels/limits of authority in relation to finance, human resources and administrative requirements are defined by BHFLHN delegations and policies.

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.

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- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
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- > 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:

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

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- > 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">> Integrating contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis that are expected at this level;> Provide direct, expert clinical nursing/midwifery care, select and implement different therapeutic interventions, provide individual case management to a defined population of patients/clients and evaluate progress.> Contribute expert nursing/midwifery assessment and advice to local clinical teams to achieve integrated nursing/midwifery care within a risk management framework.> Undertake the nursing/midwifery care role with a significant degree of independent clinical decision making in the area of personal expertise.> Be required in a multidisciplinary primary health care setting to apply nursing/midwifery expertise to assess clients, select and implement different therapeutic interventions and/or support programs and evaluate patient/client progress.> Effective complex discharge planning / hospital avoidance through the provision of education, equipment and referral.> Applying and sharing expert clinical knowledge to improve patient/client care;> Comprehensively assessing health status including history and physical examination;> Initiating and interpreting diagnostic pathology and/or radiology in collaboration with authorised Nurse Practitioners or Consultants level Medical Practitioners;> Initiating interventional therapies, medications and use of health appliances or equipment;

	<ul style="list-style-type: none"> > Clinically managing clients either directly or by delegation; > Communicating patient management plans to all relevant members of the health care team, including general practitioners; > Admitting and discharging from inpatient, emergency and/or clinic settings in collaboration with authorised Nurse Practitioners or Consultants level Medical Practitioners; and > Practicing extensions of the nursing/midwifery 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"> > Use available information systems: to inform decision making, to implement and co-ordinate processes for quality improvement, to monitor and analyse incidents and accidents, to ensure quality and safety is not compromised, to evaluate outcomes and convey information to staff. > Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in their area of expertise. > Management of resources with due diligence. > Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing/midwifery professional practice frameworks. > Identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures. > Maintain productive working relationships and manage conflict resolution. > Contribute to the development and sustainability of nursing/midwifery skills for the needs of the specific population group using systems of resource and standards promulgation. > Contribute specific expertise to nursing/midwifery practice through clinical protocol and standards development.
Education	<ul style="list-style-type: none"> > Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role. > Ensure mechanisms are in place to support ongoing education where work and learning are integrated. > Apply and share expert clinical knowledge to improve patient/client care outcomes. > Contribute clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching.
Research	<ul style="list-style-type: none"> > Contribute specific expertise to monitor and evaluate research activities in order to improve nursing or midwifery practice and service delivery; > Establishing, implementing and evaluating systems, which ensure best practice/evidence and patient/client outcomes; > Applies evidenced based recommendations to improve practice and service function; > Contribute to clinical practice research.
Professional leadership	<ul style="list-style-type: none"> > Provides leadership and direction, acts a role model, mentor, consultant and resource person; > Lead nursing/midwifery clinical practice within the professional practice framework established by the Director of Nursing/Midwifery and/or lead a multidisciplinary team; > Contribute to the redesign of care and treatment practices.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

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

Special conditions

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

Personal Abilities/Aptitudes/Skills

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
- > Demonstrated ability to work as an autonomous practitioner and/or as part of a multidisciplinary team.
- > Ability to prioritise workload and meet set timelines.
- > Demonstrated ability to foster a workplace environment that develops staff potential.
- > Proven ability for flexibility, innovation and creativity with in the whole of service setting.
- > Demonstrated ability in the leadership and facilitation of change management.
- > Demonstrated ability in leading and promoting consumer engagement initiatives.
- > 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 competence in the relevant area of nursing and or midwifery practice in accordance with the relevant standards.
- > Demonstrated advanced level of nursing practice in the care and management of emergency care of patients to a level 3 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 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

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

Experience

- > Experience in clinical management and leadership roles.
- > Experience with contributing to quality improvement activities.
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.
- > Previous experience working in rural and/or remote locations

Knowledge

- > Knowledge and understanding of the Nurse Practitioner's role.
- > 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.

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:

Date: