

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Nurse Practitioner - General Medicine
Position Number:	527519
Classification:	Registered Nurse Grade 8 and Level 3
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South – Acute Medical
Position Type:	Fixed-Term, Full Time
Location:	South
Reports to:	Nursing Director - Acute Medical
Effective Date:	September 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing and Midwifery Board of Australia and endorsed to practice as a Nurse Practitioner</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled, or has its conditions altered.</i></p>

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

Primary Purpose:

Within an Agency framework and in accordance with Agency policy and procedures, the Nurse Practitioner is responsible, within the defined scope of practice, for high level clinical leadership in the development, provision, and evaluation of the general medicine service that ensures optimal patient/ client/family and community outcomes.

The NP draws upon their professional competencies to improve clinical service outcomes through effective research and quality improvement activities, and actively participates statewide and nationally, in acute, sub-acute and community research, publication and education.

The NP is responsible as leader, advisor and mentor for the other nurses and clinicians to ensure high level clinical excellence in General Medicine across Acute Medical Services.

Duties:

I. Clinical Leadership within the Department's practice model:

- Provide health care reflective of advanced and extended nursing skills, experience and knowledge in comprehensive assessment, diagnosis, planning, coordination and implementation and evaluation of care in a service delivering rapid and intensive response for people with acute illness, injury or exacerbation of pre-existing complex and/or chronic conditions.
- Act as the prime source of authority in current management of the care and education of clients, their families, communities, and service areas using evidence-based practice.
- Utilise contemporary and best available evidence and clinical guidelines within a collaborative and inter-professional framework and in accordance with national standards, Agency directions, policies, legal requirements, and professional competencies.
- Establish effective collaborative and professional relationships with clients, medical staff, pharmacists, inter-professional team members, and other stakeholders to optimise outcomes for people with acute illness, injury or exacerbation of pre-existing complex and/or chronic conditions in the acute care setting.
- Make independent clinical decisions and initiate diagnostic investigations, care/treatments, and technological interventions according to patients/service needs and within the Nurse Practitioner scope of practice and clinical practice guidelines.
- Promote a high standard of clinical practice within General Medicine by utilising best practice principles to regularly evaluate clinical practice and interventions.
- Practice within an acute care framework and establish therapeutic links with patients/families and communities that recognise and respect cultural identity and lifestyle choices.
- Review clinical documentation and promote clinically effective, accurate notation that conforms to legal requirements.
- Participate in and promote the value of research that contributes to the development of evidence-based nursing practice and improved standards of care.

2. Clinical Governance:

- In collaboration with clinical management ensure that current statutory obligations, professional standards and practices are met through regular audits and other quality measures to demonstrate compliance.
- Review clinical guidelines regularly in order to further develop and progress the Nurse Practitioner role. In cooperation with clinical managers ensure incidents are documented and followed up with appropriate action where necessary.
- Represent and contribute to the development of the Nurse Practitioner discipline in appropriate clinical governance and reference groups, professional organisations at local, state and national level.

3. Education:

- Develop and implement appropriate education and professional development activities.
- Identify training and development needs in the care of clients and initiate strategies to meet those needs.
- Maintain the learning environment through role modelling and mentoring. Develop education packages and training strategies for discipline related training.

4. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification.

Key Accountabilities and Responsibilities:

The Nurse Practitioner - General Medicine reports operationally and professionally to the Director of Nursing - Acute Medical Services with additional clinical input from the General Medicine Head of Department and will:

- Be accountable for nursing practice as regulated by the Nursing and Midwifery Board of Australia NMBA and complies with the relevant Code of Ethics and Code of Professional Conduct (ANMC) for Registered Nurses.
- Maintains NMBA requirements for ongoing endorsement as a Nurse Practitioner.

The Nurse Practitioner - General Medicine works within Agency policies, practicing autonomously with a high level of clinical practice management responsibility including:

- Integrating contemporary information and evidence with experience to support the decision making, innovative thinking and objective analysis that are expected at this level.
- Applying and sharing expert clinical knowledge to improve client care.
- Comprehensively assessing health status including history and physical examination.
- Initiating and interpreting diagnostic pathology and/or radiology.
- Initiating interventional therapies, medications and use of health appliances or equipment.
- Clinically managing clients either directly or by delegation, including discharging from clinic settings.

- Communicating and developing client management plans in collaboration with all relevant members of the health care team, and in particular GPs.
- Contributing clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching.
- Where applicable, exercising delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Complying at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.
- Actively participating in and contributing to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.

Pre-employment Conditions:

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

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

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. As an endorsed Nurse Practitioner, demonstrate extensive clinical experience and advanced clinical competencies, together with extensive experience working in a senior capacity delivering services in an acute care environment.
2. Demonstrated advanced holistic nursing expertise in clinical judgement by applying principles of pathophysiology and the range of human sciences integral to designated area of nursing practice.
3. Well-developed and strong leadership skills with the ability to collaborate, educate/guide within interprofessional teams and the ability to consult, refer, liaise and negotiate on complex professional clinical services and health systems issues.

4. Demonstrated high level interpersonal communication skills, both written and verbal, and a proven ability to educate and be influential and credible to a wide range of health professionals and consumers, including General Medical Consultants, nursing allied health and Specialists staff.
5. Demonstrated capacity to undertake and utilise research to develop, contribute and apply quality improvement principles and strategies to a community based hospital avoidance service requiring rapid assessment and intervention.
6. Demonstrated problem solving, conceptual and analytical skills with the ability to make independent or collaborative judgments.

Working Environment:

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

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