

# Nursing Domains of Practice

## Clinical Practice



Title	Grade	Domain					Desired Qualifications
		Direct Comprehensive Care (1)	Support of systems (2)	Education (3)	Research (4)	Professional Leadership (5)	
<b>Nurse Practitioner</b>	<b>6</b>	The NP conducts advanced, comprehensive & holistic health assessment relevant to a specialist field of nursing practice. Demonstrates a high level of confidence & clinical proficiency in carrying out a range of procedures, treatments & interventions that are evidence based & informed by specialist knowledge. Has the Authority to prescribe & order investigative procedures.	Recognised as senior member of the multidisciplinary team, nursing autonomy recognised, giving & accepting referrals as appropriate. Has the capacity to use the knowledge & skills of extended practice competencies in complex & unfamiliar environments.	Demonstrates skills in accessing established & evolving knowledge in clinical & social sciences, & the application of this knowledge to patient care and the education of others. Provides a minimum of 6 formal education sessions to clinical teams annually. Contributes to RCH Campus Research & education week annually. Sessional lecturing of speciality clinical knowledge at tertiary level.	Contribute to the development & evaluation of national international evidence/based clinical guidelines independent research (i.e not sponsored clinical trials) or educational programs.	Clinical leadership that influences & progresses clinical care, policy & collaboration through all levels of RCH & the wider health service in Victoria.	Masters/PhD
<b>Clinical Nurse Consultant</b>	<b>6</b>	Consistent broad level of clinical influence outside of RCH at an national and/or international level. To meet the formal requirements of the Nurses and Midwives agreement 2012-2016 as CNC 6 as a senior member of the multidisciplinary team. As per CNC 4a.	Contributions to national/international clinical guidelines within specialty area; both in and Peer review of publications submitted to national/international journals within specialty area; Participation in review process of local clinical guidelines.	At least 6 per year formal education sessions provided to clinical teams annually and may include sessional lecturing of specialty clinical knowledge at a tertiary level ; contribution to Campus Research & Education Week annually.	Contribute to the development & evaluation of national international evidence/based clinical guidelines independent research (i.e not sponsored clinical trials) or educational programs.	Recognised for contribution to National benchmarking/networking ; *mentoring CCN/Nps candidates;1-2 publications of clinical outcomes in a peer reviewed journal; conference presentation of clinical outcomes at least once every 2 years; membership & contribution to a national professional body relevant to clinical	Masters/PhD
<b>Clinical Nurse Consultant</b>	<b>5</b>	Consistent broad level of clinical influence outside of RCH to other health services within metropolitan Melbourne or state wide(neither is mutually exclusive); To meet the formal requirements of the Nurses and Midwives agreement 2012-2016 as CNC 5as a senior member of the multidisciplinary team. As per CNC 4a.	Contributes to RCH multidisciplinary care protocols; represents clinical specialty in multidisciplinary working group.	Participates in state-wide education programs; translates knowledge to RCH via 6 education/in-services sessions annually; lectures into tertiary sector.	The CNC's advanced knowledge of speciality clinical practice supports their development, implementation, analysis & dissemination of novel audit & research projects aimed at optimising patient care.	Provide professional nursing leadership, consultancy and advice. Increase the effectiveness of patient care delivery by leading and developing quality improvement projects and facilitating development and maintenance of frameworks for policy and education. Recognised for contribution to State healthcare policy development.	Masters
	<b>4b</b>	As per CNC 4a.	In leading ethical decision making the CNC bridges the gap between high technology & humanistic care. Roles model by asking why or is there a better way - to include development & evaluation of models of service provision.	Works with junior nursing colleagues to develop their capabilities & competencies & also sets limits to their role.		As per 4a.	Post Grad Diploma/Masters

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<b>Clinical Nurse Consultant</b>	<b>4a</b>	Demonstrates advanced nursing knowledge, skills, attributes & abilities within a broad scope of practice related to the speciality and or the span of control and function of the role. Conducts and leads nurse-led clinics, advanced nursing assessment, treatment or diagnostic interventions. Responsible and accountable for independent nursing decision making. Informs the team of decisions and is informed by the expertise/information of others. Practices and influences contemporary nursing practice across RCH.	Work is characterised by the ability to identify appropriate areas for consultation with patients/carers/teams, follows up agreed actions & reports outcomes. Models expert skills and behaviours for the provision of supportive care for all patients.	Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members & patients/families.	Provide leadership and consultancy in their defined speciality practice area. Recognized for leadership role for advanced practice nursing across RCH.	Recognized for leadership role for advanced practice nursing across RCH.	Post Grad Diploma/Masters

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Nurse Coordinator	4a	Specialist knowledge, skills, attributes & abilities within a narrow scope of practice related to the speciality and/ or the span of control and function of the role. Supports the delivery of clinical care or services across teams. While the clinical teams may provide state-wide or national services the nurse's role within the team is predominately focused & located within RCH and the patients/families presenting to RCH. Influences practice and exercises limited autonomy clinical decision making within the agreed boundaries agreed by the team.	As per 3a.	As per 3a.		In addition review clinical outcomes in conjunction with published evidence with a view to delivering optimal evidence based care.	As per 3a.	Post Grad Cert/Diploma
	3b	Move to 3b after 1 year as 3a in role.	As per 3a.	As per 3a.		As per 3a.	As per 3a.	Post Grad Cert/Diploma
Nurse Coordinator	3a	Specialist knowledge, skills, attributes & abilities within a narrow scope of clinical practice. Is recognised by the team for this expertise, is a resource for others and engages in agreed independent practice under the supervision & management of the team. Influences practices as a team member predominately within a ward or clinic setting.	Initiate and facilitate quality activities quality & process improvements in area of speciality practice within RCH.	Provides education to other team members/patients/families in area of speciality practice.		Engages in research utilisation via contributing to the development of clinical guidelines within their area of speciality & audits clinical outcomes.	Leader of nursing practice as a member of the ward or clinic nursing team within RCH.	Post Grad Cert/Diploma
Clinical Nurse Specialist		Higher level of skill demonstrated in clinical decision making - in particular in problem identification & solution, & analysis & interpretation of clinical data. Maintenance & improvement of clinical standards. Acting as a resource person to others in relation to clinical practice and	Support of, & contribution to quality improvement within the area of practice, ward/unit/department.	Membership of relevant professional body & ability to demonstrate & document learning & participation in learning. Undertakes own professional development & contribute to the professional development of others. A mentor to other nurses.		Support of, & contribution to research projects within the area of practice, ward/unit/department.	Positive role model.	Post Grad Certificate
Registered Nurse		Conducts a comprehensive & systematic nursing assessment. Provides comprehensive, safe & effective evidence-based nursing care to achieve identified individual/group health outcomes. Establishes, Maintains & appropriately concludes therapeutic relationships. Collaborates with the interdisciplinary health care team to provide comprehensive nursing care.	Plans nursing care in consultation with individuals/groups, significant others & interdisciplinary health care team. Evaluates progress towards expected individual/group health outcomes in consultation with individuals/groups, significant others & interdisciplinary health care team.	Acts as a preceptor to less experienced nurses, including graduate and undergraduate nurses. Participates in ongoing professional development of self & others.		Practices within an evidence-based framework.	Practises in accordance with legislation affecting nursing practice & health care. Practises within a professional & ethical nursing framework. Development of self & others.	Bachelors of Nursing
Enrolled Nurse		Contributes to the formulation of care plans in collaboration with the registered nurse, individuals & groups. Manages nursing care of individuals & groups within the scope of EN practice. Contributes to the promotion of safety, security & personal integrity of individuals & groups within the scope of EN practice. Provides support & care to individuals and groups within the scope of EN practice.	Conducts nursing practice in a way that respects the rights of individuals & groups.	Accepts accountability & responsibility for own actions within enrolled nursing practice. Demonstrates critical thinking in the conduct of EN practice.		Accesses evidence based guidelines/protocols.	Functions in accordance with legislation, policies & procedures affecting EN practice. Conducts nursing practice in a way that can be ethically justified.	Diploma in Nursing

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Chang, A. M., G. E. Gardner, et al. (2010). "A Delphi study to validate an advanced practice nursing tool." J Adv Nurs 66(10): 2320-2330.

Chang, A. M., G. E. Gardner, et al. (2012). "Advanced practice nursing role development: factor analysis of a modified role delineation tool." J Adv Nurs 68(6): 1369-1379.