

## Position Description

<b>Position title</b>	Neonatal Nurse Practitioner		
<b>Department / Division</b>	Butterfly Unit – Neonatal Intensive Care Unit		
<b>Classification</b>	Nurse Practitioner (Endorsed) NO1-NO2	<b>Employment Status</b>	Full time – Fixed Term 2 years
<b>Position reports to</b>	Operational Report: Medical Director Professional Report: Nursing Director of Clinical Operations		
<b>No. of direct &amp; indirect reports</b>	N/A		
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville		

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p>

<b>ROLE PURPOSE</b>
<p>The primary role of the Neonatal Nurse Practitioner (NNP) is to provide comprehensive diagnostic assessment and advanced clinical skills to the unwell neonate on the Butterfly Unit. The Neonatal Nurse Practitioner will display an evidence-based, team-oriented approach to enable the safe, effective, and well organised care of patients in collaboration with medical, nursing, and allied health professionals. This role positively contributes to the unit by improving and establishing continuity of care ensuring improved consistency. The NNP is a source of education to nursing and medical staff and families, contributes to the service and practice development and quality</p>

improvement initiatives, research and evidence-based projects, professional development, specialty and role promotion, and clinical and professional leadership and will be allocated both clinical and non-clinical time to facilitate achieving the goals of their position

## KEY ACCOUNTABILITIES

The Nurse Practitioner scope of practice is built on the platform of the registered nurse scope of practice and must meet the regulatory and professional requirements for Australia including the National competency standards for the registered nurse, Code of ethics and Code of professional conduct. The nurse practitioner standards build on, and expand upon, those required of a registered nurse.

### Assesses Using Diagnostic Capability

- Demonstrates comprehensive and systematic skill in obtaining relevant, appropriate, and accurate data that inform differential diagnoses
- Demonstrates comprehensive skill in clinical examination including physical, mental health, social, ethnic, and cultural dimensions
- Consistently and accurately synthesizes and interprets assessment information specifically history, including prior treatment outcomes, physical findings, and diagnostic data to identify normal, at risk and abnormal states of health
- Demonstrates extensive knowledge of human sciences and health assessment
- Assesses the impact of comorbidities, including the effects of co-existing, multiple pathologies and prior treatments in the assessment of the person receiving care
- Orders and/or performs selected screening and diagnostic investigations and is responsible and accountable for the interpretation of results and for following-up the appropriate course of action
- Uses effective communication strategies to inform the family receiving care and relevant health professionals of the health assessment findings and diagnoses.
- Synthesizes knowledge of developmental and life stages, epidemiology, pathophysiology, behavioural sciences, psychopathology, environmental risks, demographics, and societal processes when making a diagnosis
- Acts to prevent and/or diagnose urgent and emergent and life-threatening situations
- Determines clinical significance in the formulation of an accurate diagnosis from an informed set of differential diagnoses through the integration of the person's history and best available evidence

### Plans care and engages others

- Takes personal responsibility to critically evaluate and integrate relevant research findings into decision making about health care management and interventions
- Ethically explores therapeutic options considering implications for care through the integration of assessment information, the families informed decision and best available evidence
- Is proactive and analytical in acquiring new knowledge related to nurse practitioner practice
- Respects the rights of the patient (or parent of) to make informed decisions throughout their health/illness experience or episode, whilst ensuring access to accurate and appropriately interpreted information
- Uses appropriate teaching/learning strategies to provide diagnostic information that is relevant, theory-based, and evidence-informed
- Communicates health assessment findings and/or diagnoses, including outcomes and prognosis

- Works to meet identified needs for educating others regarding clinical and ongoing care.
- Exhibits a comprehensive knowledge of pharmacology and pharmacokinetics related to nurse practitioner scope of practice
- Verifies the suitability of evidence-based treatment options including medications, regarding commencing, maintaining/titrating, or ceasing interventions
- Collaborates with other health professionals to make and accept referrals as appropriate
- Consults with and/or refers to other health services, at any point in the care continuum.

#### **Prescribes and implements therapeutic interventions**

- Safely prescribes therapeutic interventions based on accurate knowledge of the characteristics and concurrent therapies of the person receiving care
- Demonstrates professional integrity and ethical conduct in relation to therapeutic product manufacturers and pharmaceutical organizations
- Safely and effectively performs evidence-informed invasive/non-invasive interventions for the clinical management and/or prevention of illness, disease, injuries, disorders, or conditions
- Interprets and follows-up the findings of screening and diagnostic investigations in an appropriate time frame during the implementation of care.
- Advises the patient (or parent of) receiving care on therapeutic interventions including benefits, potential side effects, unexpected effects, interactions, importance of compliance and recommended follow-up
- Advocates for improved access to health care, the health care system and policy decisions that affect health and quality of life.
- Defines duty of care in accordance with relevant legislation and regulation
- Remains informed of changes to legislation and professional regulations, and implements appropriate alterations to practice in response to such changes
- Contributes to the development of policy and procedures appropriate to context and specialty

#### **Evaluates outcomes and improves practice**

- Monitors, evaluates, and documents treatments/interventions in accordance with health care system
- Considers a plan for appropriately ceasing and/or modifying treatment in consultation with other members of the health care team
- Applies the best available evidence to identify and select appropriate outcomes measures of practice
- Participates in clinical supervision and review
- Contributes to research that addresses identified gaps in the provision of care and/or services
- Demonstrates clinical leadership in the design and evaluation of services for health promotion, health protection or the prevention of injury and/or illness
- Acts as an educator and/or mentor to nursing colleagues and others in the healthcare team
- Influences health, policy and practice through leadership and active participation in workplace and professional organizations.
- Implements research-based innovations for improving care

#### **Roster**

- Participates with Medical colleagues in a common roster that ensures 24/7 availability.

## QUALIFICATIONS AND EXPERIENCE

- Postgraduate qualification in Neonatal Intensive Care
- Master of Nursing (or equivalent)
- Endorsed Nurse Practitioner with AHPRA
- Ideally 1 years' experience as a Neonatal Nurse Practitioner in a neonatal tertiary setting
- Competence in the advanced clinical procedures related to the care of neonatal patients

## KEY SELECTION CRITERIA

### Essential:

- Demonstrated advanced health assessment skills and ability to use diagnostic reasoning, critical thinking skills and evidence based practice in the management of the sick neonate
- Sound theoretical knowledge of neonatal medicine and proven competence in advanced clinical skills, including advanced neonatal resuscitation skills, related to the care and management of the critically ill neonate
- Demonstrated ability to work cooperatively within a multidisciplinary team and maintain working relationships with key internal and external stakeholders
- Proven leadership skills
- Ability to work across a 24/7 shift roster as required
- Demonstrated organisational ability and excellent time management skills
- Demonstrated self-driven commitment to ongoing personal and professional development
- Endorsed Nurse Practitioner
- Proven competence in technical procedures related to the management of neonatal patients, including, but not limited to, endotracheal intubation, cannulation of umbilical vessels and peripheral veins and arteries, and emergency drainage of pneumothoraces.
- Computer skills (Word, Excel, PowerPoint or equivalent)

### Desirable:

- Demonstrated experience in participation and delivery of educational and quality improvement programs in the health care setting
- Experience in a Neonatal Nurse Practitioner role in both surgical and perinatal settings

### Attributes:

- Self-motivated and conscientious
- Excellent communication skills both written and verbal
- Demonstrated commitment to family centred care
- Reliable, dependable, flexible
- Effective negotiation and conflict resolution skills
- Ability to work autonomously and maintain professional accountability
- Ability to show initiative and judgement in work planning and decision-making

### **Organisational relationships:**

- Internal relationships:
  - clinical staff (nursing and medical)
  - multi-disciplinary and allied health teams
  - PIPER
  - patients and their families
  - clerical and support staff
- External relationships:
  - External health care providers

### **OTHER REQUIREMENTS**

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g., wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

### **IMPORTANT INFORMATION**

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

### **RCH COMPACT**

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things are not right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

#### **QUALITY, SAFETY AND IMPROVEMENT**

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety, and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting, and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

**The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.**

**Position description last updated**

**October 2022**