

Position Description

Position title	Nurse Practitioner
Department / Division	
Classification	CAPR
Position reports to	Operational: Professional:
Direct / indirect reports	Number:
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

<p>The Royal Children's Hospital</p> <p>The Royal Children's Hospital's (RCH) vision is <i>A world where all kids thrive</i>.</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 https://www.rch.org.au/quality/child-safety/.</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 www.rch.org.au</p>

ROLE CONTEXT

ROLE PURPOSE

The Nurse practitioner (NP) is a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice.

The NP is an integral member of the health care team who practices autonomously but in collaboration with other health professionals to assess and manage children and families within their clinical context using nursing knowledge and skills. The NP is authorised to independently provide expert clinical assessment, initiation, and interpretation of diagnostic tests, referral management and initiation of evidence-based treatment plans, or discharge pathways. The NP contributes to the department, organisation, and community through involvement in education, research, quality improvement, and professional leadership.

KEY ACCOUNTABILITIES

Clinical Practice

- Demonstrate complex and critical thinking to conduct comprehensive, relevant and holistic health assessments
- Accountable for the timely and considered use of diagnostic investigations to inform clinical decision making
- Integrate theoretical and practical knowledge to apply diagnostic reasoning to formulate diagnoses
- Consider the quality use of medicines and therapeutic interventions using their comprehensive knowledge when planning care
- Use professional knowledge when prescribing indicated non-pharmacological and pharmacological interventions

Optimising Health Systems

- Use critical thinking skills to translate and integrate evidence-based knowledge into planning care

- Collaborate and consult for care decisions to obtain optimal outcomes for the person receiving care
- Manage episodes of care, establishing and maintaining culturally respectful relationships with children and families at the centre of care
- Develop comprehensive child and family focused plans, collaborating with community health care providers where relevant
- Identify opportunities for data and analytics to influence decision making, care delivery and evaluate outcomes

Education

- Promote a climate of learning and development within the department and the organisation
- Educate and support children and families to enable their active participation in care
- Develop and deliver clinical educational and in-service training for nurses and other health care professionals within the service and organisation
- Facilitate the development, implementation, and evaluation of speciality education resources

Research and Improvement

- Monitor and evaluate clinical practice and demonstrate analytical skills in accessing and evaluating health information and research evidence
- Participate in research projects and clinical trials, collaborating with researchers to translate findings into practice and improved patient outcomes
- Contribute to evidence-based practice by leading research, quality improvement projects, and education initiatives
- Lead the use of digital health technologies to support innovation, quality improvement, research and evidence-based practice

Professional Leadership

- Act as leader, identifying opportunities to represent and advance the profession
- Advocate for, participate in, or lead systems that support safe care, partnership and professional growth
- Actively promote the role of nurse practitioners in improving healthcare outcomes
- Engage in reflective practice and evaluate the outcomes of their practice
- Support the professional growth of others through clinical supervision or mentoring

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current endorsement as Nurse Practitioner by the Australian Health Practitioner Regulation Agency
- Completed a Masters of Nurse Practitioner (or a Masters granted equivalence of qualification by the Australian Health Practitioner Regulation Agency plus an approved Therapeutic Medication Management module)

- Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)

Desirable:

- Acute care experience (adult, paediatric or mixed considered)
- Post graduate qualification in relevant specialty

KEY SELECTION CRITERIA

- Extensive advanced knowledge of clinical specialty area
- Demonstrated health assessment skills and ability to use diagnostic reasoning, critical thinking skills and evidence-based practice
- Demonstrated ability to interpret assessment information including clinical history, physical findings, and diagnostic data to make health care decisions
- High level interpersonal and communication skills
- Ability to work both autonomously and collaboratively
- Demonstrated ability to be self-motivated and innovative
- Capacity for critical reflection
- Proven leadership skills
- Demonstrated organisational ability and excellent time management skills

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 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:

- Curious - We are creative, playful, and collaborative
- Courageous - We pursue our goals with determination, ambition, and confidence
- Inclusive - We embrace diversity, communicate well, build connections, and celebrate our successes together
- Kind - We are generous, warm, and understanding

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 aren't 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	April 2024
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