

# Position Description

## Nurse Practitioner - Transition Care Program

Classification:	Nurse Practitioner N01/2 (CAPR 7)
Business unit/department:	Aged Care Community Programs
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> Off-site partner RACF, Community
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
	Choose an item.
Employment type:	Fixed Term Full-Time or Part-Time
Hours per week:	38
Reports to:	Community Aged Care Services Manager
Direct reports:	Nil
Financial management:	N/A
Date:	Sept 25

### Position purpose

The Nurse Practitioner (NP) is directly involved in the provision of expert patient- centred clinical care and is recognised as a senior clinical nurse in their area of specialty. This extends to the care of family, carers, and other health professionals.

Nurse Practitioners (NP) are supported by Austin Health to work in clinical specialties where there is evidence that the advanced clinical skills of a Nurse Practitioner would enhance patient outcomes within an efficient service model.

The Nurse Practitioner within the Transition Care Program (TCP) is responsible in conjunction with the Geriatricians in providing comprehensive medical assessments to clients admitted in the residential or Community Programs.

The TCP Nurse Practitioner will work with the Multidisciplinary Team to ensure that best practice care is provided to clients on the TCP program, supporting avoidable hospital presentations and facilitating discharge planning.

## About the Directorate/Division/Department

The position is located in the Aged Care Department of the Continuing Care Division at the Heidelberg Repatriation Hospital.

The Aged Care Community Programs include the Austin Health Aged Care Assessment Services, Austin Health Transition Care Program and the Austin Health Restorative Care program.

### Austin Health - Aged Care Assessment Services

The Austin Health Aged Care Assessment Services undertake both clinical and non-clinical assessments for eligible older Australians as part of the Single Assessment System for Aged Care. The Single Assessment System aims to simplify and improve the experience of older people by providing a flexible system that can quickly adapt to their aged care needs.

It is a service that helps older people, and their families make decisions about the services that they need to remain at home safely.

Clinical Assessments can be conducted in both the hospital setting and clients home and determine eligibility for Australian Government subsidised services (Residential Care, Residential Respite Care, Home Care Packages and Transition Care). Non-Clinical Assessments are completed in the clients' home and assess eligibility for entry level supports.

The community catchment for Austin Health Aged Care Assessment Services is the Northern Metro Region.

### Austin Health Transition Care Program (TCP)

Austin Health has 52 packages in total, offering clients home or residential based support based at our partner Aged Care Facility. The aim of TCP is short-term interventions for older people at risk of inappropriate extended hospital stays and/or at risk of premature admission to residential care.

### Austin Health Restorative Care Program (RC)

Restorative Care provides 8 residential care-based packages at Twin Parks Aged Care facility and 1 community-based package to assist people who have been discharged from Austin Health.

## Position responsibilities

### Role Specific:

- Facilitate a model of care that provides an alternative to a GP led model
- In collaboration with Geriatrician provide timely comprehensive medical assessments of clients in the TCP and Restorative Care Program
- Provide an advanced level of clinical knowledge and expertise in the assessment and treatment of older clients.
- Support clinical governance of the TCP program working alongside Geriatricians, GPs and TCP Leadership Team
- Work within DHHS guidelines for the Transition Care Program



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### Independence

- NP practice recognises the educational and advanced practice attributes beyond the Registered nurse standards for practice.
- Able to diagnose and implement treatments without direct clinical supervision.
- Work collaboratively as part of a healthcare team.

### Education domain

- Fosters a culture of clinical excellence that is based on person-centred care, collaboratively working with staff to focus on the quality and safety of services.
- Provide a resource role to patients, families, General Practitioner's, and community groups.
- Assist with the provision of health promotion activities.
- Maintains and updates own Professional Practice Portfolio to demonstrate an ongoing commitment to learning and best practice.

### Research domain

- Awareness of the latest research literature, equipment and treatment and utilisation of knowledge in practice.
- Disseminates clinical practice and research finding via education and publications.
- Initiates and conducts nursing research relevant to clinical specialty.
- Participates in the development and delivery of specialist research programs.
- Adapts and applies related scientific research to clinical area.
- Involved in clinical data collection as necessary.
- Reports on key quality parameters monthly to the multidisciplinary team, or as required.
- Demonstrates a commitment to quality management.
- Demonstrates a capacity to undertake/support nursing research, publication of work and public presentation within the local, national, and international healthcare community.

### Leadership domain

- Provides expert clinical knowledge and direction to ensure that clinical standards, policies, and procedures promote a patient focused model of care.
- Acts as a nursing role model for staff and an expert clinician in the clinical setting.
- Assists the development of clinical specialty, by assuming a nursing leadership role in specialty clinical groups at State, National or an International Level.
- Participates in the development and delivery of specialist education programs.
- Participates in formal and informal education programs.
- Delivers regular education to Transition Care and Twin Parks staff as required.
- The NP will assist to orientate junior medical staff, HMOs and registrars regarding local processes as required.
- Advocate for the development of nurse practitioner practice.
- Monitors own practice as well as participating in peer supervision and review.
- Displays important leadership qualities such as integrity; confidence; ability to inspire others; excellent communication; clear decision-making ability; accountability; ability to communicate information and expectations in a way that builds effective and collaborative working relationships with others.

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### Clinical domain

Standard 1: Assesses using diagnostic capabilities.

- Conducts advanced, comprehensive, and holistic health assessment relevant to specialist field of nursing practice.



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- Ability to utilise assessment skills to develop a comprehensive treatment plan, including the need for organ imaging and laboratory studies, diagnostic and therapeutic procedures and prescribing medications that are evidence based and informed by specialist knowledge.

Standard 2: Plans care and engages others.

- Documents extension of practice in Clinical Practice Guidelines which are supported by the multidisciplinary team.
- Formulates a sound communication strategy with multidisciplinary team, medical staff, nursing staff, patients, and significant others.
- Ability to refer patients to other specialties as required.
- Facilitate admission and discharge planning with medical staff and the multidisciplinary team.
- Identifies gaps in care and works towards solutions and ensures creation of novel local processes in collaboration with the multidisciplinary team
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Lead others to develop skills in utilisation and interpretation of assessment information.
- Lead the multidisciplinary team handover, huddles and advise on key priorities.
- Provide expertise in management of complex situations and generate alternative course of action.

Standard 3: Prescribes and implements therapeutic interventions.

- Prescribes and implements therapeutic interventions.
- Prescribes indicated non-pharmacological and pharmacological interventions.
- Practices in accordance with federal, state, and territorial legislation and professional regulation governing nurse practitioner practice.  
<https://www.health.vic.gov.au/drugs-and-poisons/nurse-practitioners-legislative-requirements>
- Works together with the pharmacy team to ensure essential medications are available as required.

Standard 4: Supports health systems.

- Frequently will adopt a case management approach to service delivery.
- Specific clinical skills to be determined by nursing and multidisciplinary clinical teams to maximise clinical outcomes for the patients and their families.
- Maintains currency with clinical issues by engaging in ongoing clinical and managerial professional development.
- Provides psychosocial support to patient and significant others.
- Participates in the service planning process to identify future directions for the clinical service to maximise patient outcomes and resource management.
- Evaluates NP service delivery in accordance with key performance indicators.
- Clinical decisions are informed by evidence-based practice.
- Displays an ability to analyze situations and make appropriate decisions in a timely manner that meets the needs of patients, staff, and organization.



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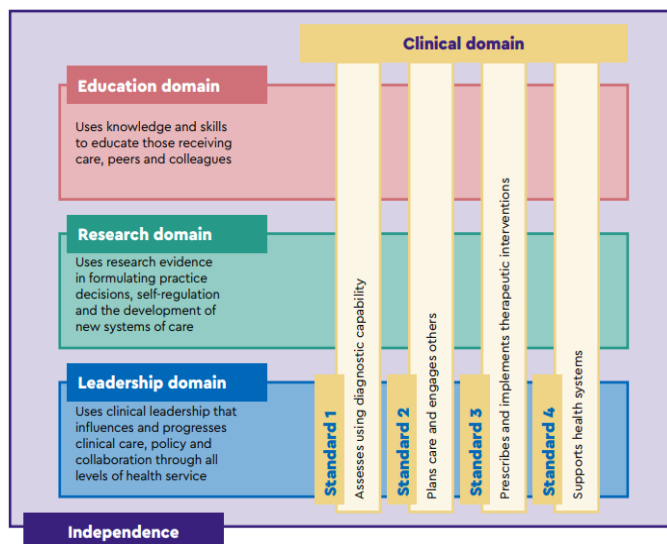


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(Nurse practitioner standards for practice – Nursing and Midwifery Board of Australia – 1 March 2021)

## Selection criteria

### Essential Knowledge and skills:

- A commitment to the Austin Health values.
- Extensive and recent clinical experience in Aged Care.
- Hold a valid Australian prescriber number.
- Current driver's license.
- Advance level of therapeutic management skills.
- Ability to evaluate practice at an advanced level.
- Commitment to quality, best practice, and environmental safety.
- Demonstrated excellent collaborative, leadership, teaching, and interpersonal skills.
- Ability to communicate effectively in both written and verbal form.
- Demonstrated ability to formulate and implement new models of patient care.
- Commitment to patient focused care.
- Database creation and data entry.
- Experience in nursing research and research skills.
- Critical thinking skills and the ability to work autonomously.
- Demonstrated knowledge of nursing professional standards and legal/ethical requirements.
- Commitment to nursing as a profession - through professional associations, publications, conference presentations and ongoing.



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- Commitment to research and its application in practice, including up to date certification for Good Clinical Practice, and credentialing).
- A positive approach to ongoing self-education and skill development.
- A flexible, innovative team-oriented approach to service delivery.
- A positive approach to change and diversity.

#### Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to risk management reporting or as required for the role and/or department.
- Knowledge and prior experience working within Transition Care or other Community Programs
- Ability to converse in a second language

#### Professional qualifications and registration requirements

- Registered Nurse (currently registered with Nursing and Midwifery Board of Australia)
- Authorised to practice as a Nurse Practitioner with the Australian Health Practitioners Regulation Agency (AHPRA) together with demonstrated ability to meet the ANMC competencies for the Registered Nurse.
- Endorsed Nurse practitioner with the Nursing and Midwifery Board of Australia

#### Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

#### Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*



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- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

## General information

### Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

### Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

### Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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