

Position Description

Nurse Practitioner – Community Transition Care Program

Classification:	Nurse Practitioner N01/2 (CAPR 7)
Business unit/department:	Community Aged Care Services
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☒ Community
Agreement:	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028
	Choose an item.
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Employment type:	Fixed-Term Part-Time
Hours per week:	16
Reports to:	Community Aged Care Services Manager
Direct reports:	Nil
Financial management:	N/A
Date:	Sept 26

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Nurse Practitioner (NP) is directly involved in the provision of expert client- 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.

NPs 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 client outcomes within an efficient service model.

The Nurse Practitioner works with the broader Transition Care Program team to enhance the program's capacity to respond to increasing client complexity by providing timely, in-house management of medical and complex nursing needs for clients in the community.

The Nurse Practitioner role will support:

- Rapid clinical assessment and intervention
- Improved oversight and governance of associated nursing providers
- Enhanced care coordination across the TCP multidisciplinary team

By strengthening internal clinical capability, the Nurse Practitioner is expected to reduce preventable emergency department presentations, support client complexity, improve discharge planning processes, and support compliance with the Aged Care Quality Standards.

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 Services 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 Restore@Austin Health Program

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.



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Position responsibilities

Role Specific:

- Facilitate a model of care that provides an alternative to a GP led model
- In collaboration with Fellow in Geriatric Medicine 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 Fellow in Geriatric Medicine, GPs, Nurse Practitioner in the Residential TCP, and TCP Leadership Team
- Working with the Community Aged Care Services Manager to support clinical oversight of our Associated Provider Nursing services
- Work within DHHS guidelines for the Transition Care Program
- Supporting achievement of Project deliverables including development of nursing resources for associated providers

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 clients, 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.



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- 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.

Clinical domain

Standard 1: Assesses using diagnostic capabilities.

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



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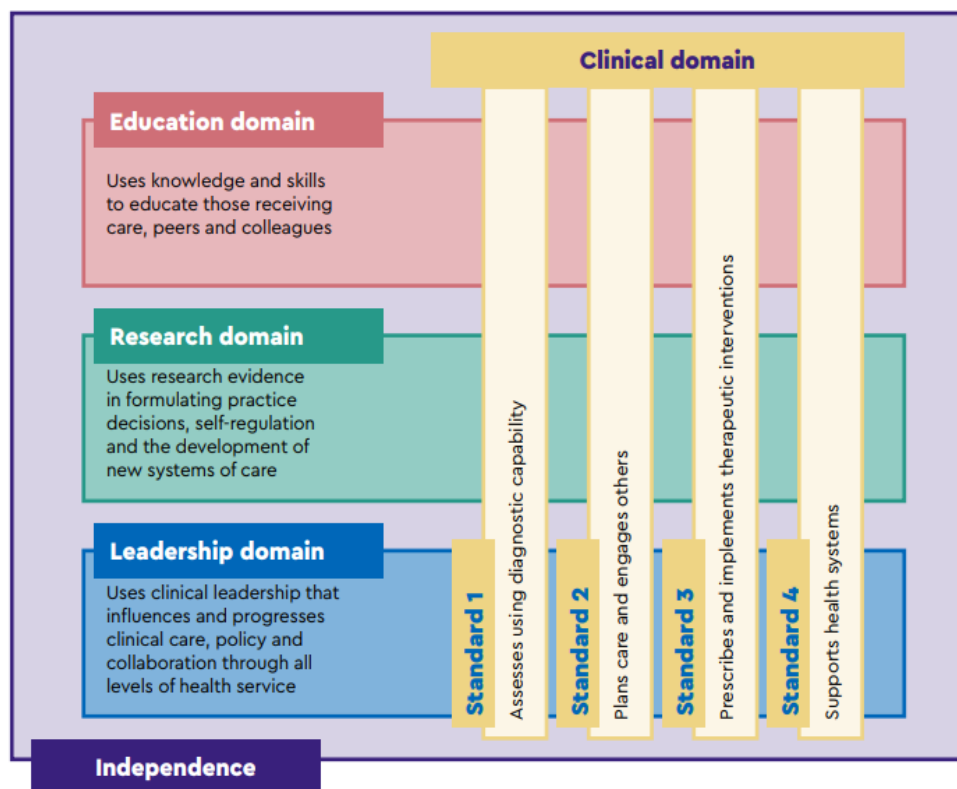


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- Participates in the service planning process to identify future directions for the clinical service to maximise patient outcomes and resource management.
- Evaluates NP service delivery in accordance with key performance indicators.
- Clinical decisions 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.



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

Selection criteria

Essential skills and experience:

- A commitment to the Austin Health values.
- Extensive and recent clinical experience in Geriatric nursing, managing client complexity and delivering client-centred care
- Advanced therapeutic management skills, with the ability to assess, plan, implement and evaluate practice
- 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.
- Highly developed critical thinking and clinical decision-making skills
- 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 and proactive approach to continuous learning, skill development and reflective practice.
- A flexible, innovative team-oriented approach to service delivery.
- A positive approach to change and diversity
- Hold a valid Australian prescriber number.
- Current driver's license.

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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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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