

# Position Description

Position Title	Nurse Practitioner, Renal
Position Number	30009390
Division	Clinical Operations
Department	Renal
Enterprise Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Nurse Practitioner
Classification Code	N01 – N02
Reports to	Nurse Unit Manager, Renal Services
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>

## Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

## The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

## The Renal Department

The team is part of Bendigo Health's Acute Ambulatory and Critical Care Department.

The Bendigo Health Renal Team offers comprehensive and multidisciplinary assessment, care and management of kidney disease and kidney failure and is the key renal hub referral centre for the Loddon Mallee region. One of our overarching ambitions is to work collaboratively with the multidisciplinary team, other specialties and Primary Care to provide first class evidence-based services for individuals with chronic and end stage kidney disease in consultation with them and with a view to promote informed choice, optimum health and quality of life.

A suite of nephrology services, including specialist clinics and well-equipped inpatient dialysis services, are provided in the Bendigo Hospital in Mercy Street and the Clinical Services Campus.

Kidney transplantation remains the gold standard and treatment of choice for individuals with end stage kidney failure who are medically suitable for this treatment option.

The Community Dialysis Unit (CDU) is a day admission service that provides holistic care and support to people with end stage kidney failure who are dialysis dependent and who require an environment of supervision and care in a community-based health facility. It is located on Level 4, Clinical Services Campus.

The Acute Dialysis Unit (ADU) located in Ward 4A provides inpatient dialysis services for people with acute kidney injury and for those with end stage kidney disease who require hospital admission or increased medical supervision, generally for a limited period of time.

The Home Dialysis Unit (HDU) is designed to offer services that promote self-determination, independence, flexibility and quality of life with kidney failure treatment and health promotion strategies targeted primarily in the home environment. The program is multifaceted and multidisciplinary in recognition that successful

self-care for an individual in the home relies on holistic care and consumer and carer participation, engagement, confidence and satisfaction. HDU offers education, training and support for both peritoneal and home haemodialysis programs.

## The Position

The Renal Nurse Practitioner (NP) has acquired the expert knowledge base and complex decision-making skills and clinical competencies for extended practise. The role provides specialist Renal-based care including advanced clinical assessment and examination, symptom management, advice, support and education to patients, families and health professionals within Bendigo Health.

The Renal NP functions autonomously and collaboratively in an advanced and extended clinical role supported by the Renal Medical team and existing Nurse Practitioner. This includes ordering & analysis of diagnostics and pathology; prescribing medication; nursing leadership, clinical research and referrals within an agreed scope of practice.

This role links closely with the full range of health professionals and services provided within Bendigo Health.

## Responsibilities and Accountabilities

### Key Responsibilities

To competently perform in this position, the person should possess the knowledge, skills and experience based on the following Key Result Areas and Performance Indicators.

The work to be performed is set out in this position description and is to be practiced in accordance with the philosophy, intent and standards prescribed by the Australian Nursing and Midwifery Council (ANMC) National Competencies, Code of Ethics, Code of Professional Conduct and Nurses Board of Victoria (NBV) guidelines.

The Renal Nurse Practitioner will ensure that the requirements for ongoing endorsement as a Nurse Practitioner according to the Nursing and Midwifery Board of Australia are met. This includes: dynamic practice, professional efficacy and clinical leadership through research, clinical teaching.

Increase the capacity of internal and external health services, respond to the needs of people with chronic kidney disease, and display leadership through education and policy development.

Participate in other aspects and programs as directed by the program manager.

Disseminate research findings in professional journals and at conferences.

The NP will work collaboratively with the Nephrologists and Renal Medical team, Haemodialysis and Home Dialysis multidisciplinary teams as well as within the Renal Specialist Outpatient Clinics.

The NP will also work within a defined scope of practice that will be updated on an as required basis.

### Generic Responsibilities

**Code of Conduct** - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

**Compliance with policies and procedures** - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

**Occupational Health and Safety** - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

**Infection Control** - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

**Confidentiality** - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

**Quality Improvement** - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

**Diversity** – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

## Key Selection Criteria

### Essential

#### Qualifications / Certificates / Registrations

1. Current registration as a Registered Nurse and endorsement as a Nurse Practitioner with the Australia Health Practitioner Regulation Agency (AHPRA)
2. Approved postgraduate nursing qualifications relevant to nephrology.

3. Masters Degree in nurse practitioner practice (or equivalent)

## Specialist Expertise and Knowledge

4. Proven capacity to function efficiently as part of a senior clinical team and to work successfully with other professionals in the management of Renal Services
5. Demonstrated clinical leadership, collaboration and professional role modelling skills. High level interpersonal and communication skills with a strong customer focus.
6. Active involvement in teaching, policy development, quality improvement, best practice research and publication activities.
7. Demonstrated knowledge and experience in quality improvement and innovation.
8. Demonstrated high level organisational, written and computer skills at the level required to fulfil the role.
9. Demonstrated evidence of commitment to ongoing education and professional development.
10. Demonstrated ability to work autonomously, prioritise, set goals and objectives and meet time-lines. Ability to operate in an environment of change.

## Mandatory Requirements

**National Police Record Check** A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

**Immunisation** As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

**Registration with Professional Regulatory Body or relevant Professional Association** For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*