



*Inclusive*

*Compassionate*

*Progressive*

*Accountable*

## **Nurse Practitioner – Emergency Department**

Full Time – 38 hours per week

**About the role :** In Swan Hill the Emergency Nurse Practitioner has a unique scope of practice that is highly sought after; the NP functions within their own level of competence and skill with regard to the advanced, autonomous and collaborative provision of care to patients of all triage categories.

The NP is supported and provided with opportunities to grow their scope of practice.

Imagine all of that and more as we launch the build of a brand new emergency department.

### **About You:**

- Eligible for registration in the category of Registered Nurse with endorsement as a Nurse Practitioner by the Nursing and Midwifery Board of Australia
- Current National Police Check & Working with Children's Check
- Complete COVID Vaccinations & 2022 Flu Vaccination, Serology evidence of immunisation status

**About us:** Swan Hill District Health is a 143 bed (including Aged Care), fully integrated rural public health facility servicing a greater community of around 35,000 people. Our vision at, Swan Hill District Health, is to provide clear, connected care, best experience for our community

SHDH is a compassionate, family friendly employer where every employee is a valued team member.

Inclusive of a perfect work/life balance, SHDH also provides:

- ◆A dynamic workplace
- ◆Free onsite car parking
- ◆Salary Sacrifice/Packaging
- ◆Discounted Corporate gym memberships
- ◆Professional Development opportunities
- ◆Employee Assistance Program

**We have great culture!!! Check us groove to the Git up Challenge in 2019**

<https://www.youtube.com/watch?v=OXNWMp5596k>

**About the Hospital**

<https://www.youtube.com/watch?v=p6SWt46DUyY>

**About Swan Hill (Dream Swan Hill)**

[https://www.youtube.com/watch?v=Rb\\_mle4LEko](https://www.youtube.com/watch?v=Rb_mle4LEko)

**To apply for this position:** email the completed Application for Employment form, Cover letter, CV and response to the key selection criteria to [employment@shdh.org.au](mailto:employment@shdh.org.au)

You will find the full position description containing the key selection criteria & application for employment form in the attached documents. Swan Hill District Health reserves the right to commence interview immediately upon receipt of applications.

Enquiries about this role should be directed to Sarah Symes, Medical Services Manager, at [ssymes@shdh.org.au](mailto:ssymes@shdh.org.au)

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability.



<b>Position:</b>	<b>NURSE PRACTITIONER</b>
<b>Classification:</b>	Nurse Practitioner Year 1/2
<b>Department:</b>	Medical Services
<b>Reports to:</b>	<p><b>Executive Director of Medical Services</b></p> <p>Accountability. Participate in discussions and decisions; escalate issues and propose solutions; receive guidance and provide regular updates on key projects, issues and priorities.</p> <p><b>Clinical Lead Emergency Department</b></p> <p>Clinical Supervision and clinical accountability. Attend and participate in regular care reviews, supervision and case reviews to ensure seamless delivery of quality care.</p>
<b>Position Summary:</b>	The Nurse Practitioner provides person-centered care at an advanced nursing practice level incorporating diagnostic and treatment interventions using a high level of knowledge, skills and autonomy to achieve people focused quality care.
<b>Responsibilities:</b>	<p>Key Performance Indicators (KPI's) will be established between the Nurse Practitioner and the DMS/ED Clinical Lead to support the following accountabilities and duties:</p> <ul style="list-style-type: none"> <li>• Conduct comprehensive, relevant and holistic health assessments and apply diagnostic reasoning to formulate diagnoses to inform clinical decision making and engage multidisciplinary team and patients in this process.</li> <li>• Consider quality use of medicines and therapeutic interventions in planning care, and prescribe and implement non-pharmacological and pharmacological therapeutic interventions in accordance with federal, state and territorial legislation and professional regulation governing nurse practitioner practice.</li> <li>• Advocate for, participate in, and lead systems that support safe care, partnership and professional growth through translating and integrating evidence into planning care, education and support of colleagues.</li> <li>• Refer and consult for care decisions to obtain optimal outcomes for the person receiving care and evaluates outcomes and improves practice.</li> <li>• Respond effectively to emergency situations and the changing status of the patient to deliver appropriate and effective care.</li> <li>• Contribute to quality health care through life-long learning and professional development, research data generation, clinical supervision, mentoring, coaching and development of policy and clinical practice guidelines.</li> <li>• Participate in relevant patient safety and quality education and deliver services in accordance with the National Patient Safety and Quality Standards.</li> <li>• Provide complex, advanced and extended clinical nursing services to clients/patients and carers, including timely and accurate maintenance of health care information and documentation to</li> </ul>

	<p>facilitate positive health outcomes.</p> <ul style="list-style-type: none"> <li>Practice in accordance with the Nursing and Midwifery Board of Australia Professional Standards including, Nurse Practitioner Competencies (outlined below), Code of Ethics for Nurses, and Code of Professional Conduct for Nurses to deliver professional, competent care in line with public expectations.</li> <li>Ensure SHDH meets NSQHS and Aged care Quality Standards.</li> </ul> <p><b>Nurse Practitioner Competencies:</b>  <b>Standard 1:</b> Dynamic practice that incorporates application of high level knowledge and skills in extended practice across stable, unpredictable and complex situations.  <b>Standard 2:</b> Professional efficacy whereby practice is structure in a nursing model and enhanced by autonomy and accountability.  <b>Standard 3:</b> Clinical leadership that influences and progresses clinical care, policy and collaboration through all levels of the health care service.</p>
<b>Key Selection Criteria:</b>	<ul style="list-style-type: none"> <li>Eligible for registration in the category of Registered Nurse with endorsement as a Nurse Practitioner by the Nursing and Midwifery Board of Australia.</li> <li>Demonstrated high level of confidence and clinical proficiency in carrying out a range of procedures treatments and interventions that are evidence based and informed by specialist knowledge.</li> <li>Demonstrated ability and confidence to apply extended practice competencies within a scope of practice that is autonomous and collaborative.</li> <li>Demonstrated ability to critically appraise and integrate relevant research findings in decision making about health care management and patient interventions.</li> <li>Demonstrated high level of interpersonal, communication and negotiation skills to effectively engage and collaborate with managers and members of the multidisciplinary team.</li> <li>Demonstrated skills in accessing established and evolving knowledge in clinical and social sciences, and the application of this knowledge to patient care the education of others.</li> <li>Current National Police Check and Working with Children's Check (If applicable).</li> <li>Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunisation for all vaccine preventable illnesses.</li> </ul>
<b>Salary/Award:</b>	Nurses & Midwives (Victorian Public Sector)(Single Interest Employers) Enterprise Agreement 2020-2024.
<b>Infection Control:</b>	<ul style="list-style-type: none"> <li>Each staff member has a responsibility to minimise exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.</li> <li>The risk minimisation strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.</li> </ul>
<b>Continuous Quality Improvement:</b>	<ul style="list-style-type: none"> <li>Each staff member is expected to demonstrate a commitment to best practice.</li> <li>All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care.</li> <li>All staff will participate in quality improvement activities aimed at</li> </ul>

	<p>improving patient outcomes and maintaining accreditation standards.</p> <ul style="list-style-type: none"> <li>It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies &amp; Protocols.</li> </ul>
<b>Person Centered Care:</b>	<p>The Health Service supports in its values the philosophy of Person-Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care.</p> <p>We recognise diversity is part of every person &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</p>
<b>Child Safety:</b>	<p>All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them.</p> <p>SHDH have zero tolerance to child abuse.</p> <p>Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.</p>
<b>Our Purpose:</b>	<p><b>Connected Care / Best Experience</b> SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.</p>
<b>Privacy and Confidentiality:</b>	<p>SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility with adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.</p>
<b>Mandatory Training:</b>	<p>All employees must be aware of and complete designated mandatory training within the required time frame.</p>
<b>Safety:</b>	<p><b>RESPONSIBILITIES: It is the responsibility of every staff member to:</b></p> <ul style="list-style-type: none"> <li>Take reasonable care for their safety and the safety of others while at work.</li> <li>Report accidents, incidents and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system.</li> <li>Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their position.</li> <li>Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.</li> <li>Complete all Mandatory training requirements as identified and directed.</li> <li>Comply with the Occupational Health and Safety Act and all SHDH O.H. &amp; S. online Policies and Procedures.</li> </ul>
<b>Asset Management:</b>	<p>Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.</p>

<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Previous Revision dates:</b> <b>Current:</b>	June 20 August 2022
<b>Managers Name:</b>	Dr Rex Prabhu
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	



The Application for Employment form is required to be submitted with the following documents:

- Covering letter in support of application
- Response to Key Selection Criteria
- Applicants Curriculum Vitae

<b>Position Applying for</b>	
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<b>General Information</b>
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<b>Name</b>			
<b>Address</b>			
<b>Contact</b>	<u>Home phone</u>	<u>Mobile</u>	<u>Email</u>

Are you of Aboriginal/Torres Strait Islander Origin?     No         Aboriginal         Torres Strait Islander  
*(This question is voluntary)*

Do you wish to be identified under this category?     Yes     No

Are you an Australian Citizen or Permanent Resident:  Yes     No                      Date of Grant ...../...../.....

If no, what is your current Visa Status – Visa type \_\_\_\_\_ Expiry date ...../...../.....

Place/Country of issue: \_\_\_\_\_ Issue Number: \_\_\_\_\_

Do you require sponsorship?                                       Yes     No

<b>Conditions of Employment</b>
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Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

**Initial employment is subject to:**

- 6 months' probationary period (*with a review at 3 months.*)
- Requirement to work any shift
- Requirement to work in any department as required

**Hours of Work** – \_\_\_\_\_ (Availability)

<b>Discipline/Misconduct</b>
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Have you experienced discipline or misconduct action at any previous employment?     Yes     No

If **Yes**, please provide details:

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## Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: \_\_\_\_\_

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

## Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

**Disclosure advice: - (to be completed by the applicant)**

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

**Signature of applicant:** \_\_\_\_\_ **Date:** ...../...../.....

**NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.**

**Enquiries:**

Email address: [employment@shdh.org.au](mailto:employment@shdh.org.au)

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585