

POSITION DESCRIPTION

AGED CARE TRANSITIONAL NURSE PRACTITIONER

PURPOSE OF POSITION

The Aged Care Transitional Nurse Practitioner (TNP) is a registered nurse who is undertaking indirect and direct supervised practice, working towards endorsement as a Nurse Practitioner (NP). The TNP functions collaboratively in an advanced and extended role to manage and coordinate episodes of care as part of the multidisciplinary team.

The Aged Care TNP role includes clinical oversight, assessment, diagnosis, therapeutic management and evaluation of residents in the Residential Aged Care Home (RACH) setting in collaboration with the health care team. The TNP provides evidence based clinical care within approved, established guidelines for advanced nursing practice and understands the responsibilities and accountability of their practice. They will work with a wider care team to secure the most appropriate care for the residents. The TNP will have the required knowledge, skills and attributes to utilise the latest evidence that informs and supports their practice to deliver and coordinate appropriate care.

The TNP will be supported by Hunter Primary Care (HPC) Nurse Practitioner workforce. The TNP position supports HPC strategic objectives by supporting residents to optimise their health and achieve their goals of care. The TNP will deliver high quality services that benefit the broader community in accordance with HPC core values and strategic initiatives.

REPORTS TO

- Service Manager – Aged Care Services

DIRECT REPORTS

- Nil

SCOPE OF PRACTICE

- TNPs integrate theoretical and advanced practice knowledge to apply to diagnostic reasoning to formulate recommendations for diagnoses and management.
- The scope of practice of individual practitioners is influenced by the knowledge, experience and settings in which they have practised. This includes the health needs of people, the level of competence and confidence of the nurse, the legislative regulations and the policy and procedure requirements of Hunter Primary Care. As the TNP gains new skills and knowledge, their individual scope of practice changes. The Aged Care TNP role is aimed at improving the quality of life of people within a clearly defined scope of practice. This includes the promotion and maintenance of health and prevention of illness for individuals with physical or mental illness, disabilities and /or rehabilitation needs as well as symptom support at the end stage of life.

KEY RESPONSIBILITIES

LEADERSHIP

- Uses clinical leadership that influences and progresses clinical care, policy and collaboration and demonstrates leadership qualities to all health professionals
- Uses research evidence in formulating practice decisions, self-regulation and the development of new systems of care
- Uses expert nursing knowledge and skills to educate those receiving care, peers and colleagues
- Provides clinical care, guidance, support, education and advice on the clinical case management of consumers.
- Establishes effective, collaborative and professional relationships with residents at RACHs, their families, General Practitioners (GPs), members of the multidisciplinary team and other stakeholders.
- Supports research, projects/activities that enhance the implementation of evidence based practice
- Participates in service evaluation including adverse event monitoring.

PROFESSIONAL ACCOUNTABILITY

- Is responsible for their own practice within the definitions of their current nursing registration and working towards the NMBA Nurse Practitioner Standards for Practice
- Complies with the relevant legislation; NMBA standards, codes and guidelines, and ANMC competencies consistent with the nurse practitioner role
- Maintains their own professional portfolio and commitment to learning and development through the utilisation of evidence based practice and research.
- Develops strong collegial links and partnerships with other Nurse Practitioners/Transitional Nurse Practitioners
- Identifies and participates in professional leadership, strategic direction, expert advice and support for the clinical management team
- Establishes goals to support continual improvement.
- Collaborates with manager to identify and prioritise resources required to support development
- Promotes organisational and nursing goals and values and promotes the service as a centre of excellence for nursing practice.
- Behaviour is perceived to be consistent with the HPC core values and code of conduct

KEY PROFESSIONAL RESPONSIBILITIES

The following professional codes and guidelines are to be adhered to:

- Code of Conduct for nurses (2022)
- Code of Ethics for nurses (ICN 2021)
- NMBA Nurse Practitioner Standards for Practice (2021)
- Safety and quality guidelines for Nurse Practitioners (2021)
- Framework for assessing standards for practice for Registered Nurses, Enrolled Nurses and Midwives (2015)
- Decision-making framework (2020)
- Aged Care Quality Standards

WORK HEALTH, SAFETY & WELLBEING

- Take reasonable care of own health, safety and wellbeing and take reasonable care that own acts do not adversely affect the health, safety and wellbeing of other persons
- Comply so far as is reasonably able, with any reasonable instruction by management, and comply with HPC policies and procedures relating to health, safety and wellbeing.
- Comply with any reasonable requirements of host RACHs

- Utilise personal protective equipment appropriately when required.

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Current unrestricted registration as a Registered Nurse with the Australian Health Professionals Regulation Agency (APHRA);
- Currently enrolled in a Nursing Midwifery Board of Australia (NMBA) Master of Nurse Practitioner approved program of study leading to Endorsement as a NP;
- Evidence of equivalent full time experience of at least three years (5,000 hours) at an advanced clinical nursing level of practice (within the past 6 years);
- Evidence of experience in:
 - Leadership
 - Education activities
 - Research ;
 - Support of systems
 - Autonomous practice
 - Complex decision making
 - Management of, and direct clinical care of residents with complex health conditions;
- Highly developed communication skills with a demonstrated ability to manage successful working relationships with residents, families, GPs and the clinical services team;
- Demonstrated effective time and schedule management to ensure residents expectations and health care goals are met.

DESIRABLE CRITERIA

- Demonstrated knowledge and understanding of regulatory compliance governing the Aged Care environment
- Primary Health Care experience
- Computer literacy

SPECIAL CONDITIONS

- Ability to travel between RACHs
- National Police Check
- Current NDIS Worker Screening Check
- Current vaccinations including COVID-19 in line with HPC's vaccination Policy
- Evidence of current professional indemnity and public liability insurance

POSITION CLASSIFICATION

This position is classified as RN Level 3 in accordance with the Hunter Primary Care Agreement 2021.

ACCEPTANCE OF POSITION

I hereby accept the position as outlined in the above points and agree to abide by the HPC values, policies and procedures. I understand this Position Description is designed to provide a guide to the responsibilities and activities to be undertaken in this position. This is not intended to be an exhaustive list and is not exclusive of additional responsibilities that may arise from time to time.

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Signature

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Print Name

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Date

Position Approved by: Melissa Ward, General Manager Primary Care 20/06/2024