



Cultivating Healthy Communities

Position Title:	Nurse Practitioner (Rural Generalist)
Reports To:	Community Nursing - Nurse Unit Manager
Direct Reports:	NA
Department:	Primary Care
Classification:	NO1 Nurse Practitioner Yr 1 NO2 Nurse Practitioner Yr 2
Employment Conditions:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Qualifying Period:	6 months from commencement date.

East Wimmera Health Service (EWHS) is a fully accredited small rural health service consisting of 40 Acute and 95 Aged Care beds across five campuses in the Buloke and Northern Grampians Shires in North-Western Victoria. Covering the land first inhabited by the Dja Dja Wurrung, Barengi Gadjin, and Jaara Jaara peoples. EWHS encompasses the townships of Birchip, Charlton, Donald, Wycheproof, and St Arnaud. EWHS provides a broad range of Acute, Community Based and Aged Care services integrated with local General Medical Practices. Additionally, EWHS manages a number of other local services in post-acute care, planned activity groups and infection control. The duties of this position are to be performed with adherence to the purpose and values identified through EWHS's strategic plan and compliance with the Code of Behaviour for staff of EWHS.

Our Vision

To see sustainable improvement in the health and wellbeing of our community

Our Purpose

To work together with our community to achieve better health and wellbeing outcomes

Our Values

Together, Honesty, Empathy, Community, Open, Respect and Excellence

ROLE STATEMENT

The Nurse Practitioner (Rural Generalist) will plan and deliver primary health care clinics at General Practices located at East Wimmera Campuses (St Arnaud, Wycheproof, Birchip, Donald and Charlton) through generalist and specialist clinical service provision with General Practitioners and multi-disciplinary teams, providing support through periods of GP leave and improving rural community access to healthcare and health equity.

The Nurse Practitioner's clinical leadership and multidisciplinary team-based work at primary health care clinics is based on a model of care developed by Sustainable Rural Healthcare Hubs, which is being evaluated through Innovative Model of Care funding from the Australian Government, Department of Health and Aged Care and the Office of the Rural Health Commissioner.

POSITION SPECIFIC RESPONSIBILITIES

- Work collaboratively with General Practitioners for leadership and shared care for clinical service provision in primary health care clinics.
- Plan and deliver primary health care clinics in community-based primary care with clinical leadership in general practice and other areas of the health service as required.
- Provide generalist and specialist clinical services for rural communities within scope of practice, and as relevant to community and patient needs and multi-disciplinary team-based care.
- Provide high-quality services that improve rural community access to timely, effective, and Culturally Safe prevention, health promotion, early intervention, and holistic and comprehensive management of complex and chronic conditions.
- For each clinic day: travel to a General Practice and provide generalist and specialist primary health care consultations for approximately 10 to 14 patients with support from a Care Coordinator and in collaboration with a General Practitioner and allied health professionals.
- Provide clinical services including assessment, diagnosis, and treatment; symptom and medication management; generalist and specialist prescribing; assertive outreach and referral; health promotion and prevention; carer and family supports; telehealth services; secondary consultation and liaison; case-conferences and team-based assessment and care planning.
- Supervise, mentor, and educate medical, nursing and allied health students and trainees, relevant to expertise and scope of practice and training and supervision capacity.
- Cooperate and coordinate with other Primary, Secondary and Tertiary Health Providers in ways that enhance healthcare integration and model of care sustainability, including through engaging with regional professional networks, developing team and shared care arrangements, building, and strengthening cross-sector partnerships and referral pathways, and including technologies and telehealth where it improves healthcare access and service effectiveness.

Quality / Safety and Risk Management

- Act in accordance with all relevant external legislation and internal EWHS policies and procedures that relate to this position and the organisation.
- Participate in and contribute to quality improvement programs and other organisational activities to meet Accreditation Standards.
- Participate and contribute in occupational health and safety activities to ensure a safe work environment for consumers, community, staff and visitors.
- Minimise exposure to incidents of infection / cross-infection of patients, consumers, staff, visitors and the general public by adhering to the Health Service Infection Control policies and procedures.
- Cooperate with the EWHS's Occupational Health and Safety policies and to participate in appropriate safety education and evaluation activities.

Integrity

- The values and expected behaviours at EWHS support ethical and responsible decision-making and a culture where all staff behave with integrity and respond appropriately if behaviour (at any level within an organisation) falls short of expectations.
- EWHS's disclosure and reporting processes provide confidentiality, utilise effective investigation and escalation mechanisms and include a range of actions to address fraudulent, corrupt, or other unacceptable employee behaviours.
- If you suspect unethical, fraudulent, or corrupt behaviour, it is imperative to report that behaviour. Sometimes this behaviour is managed internally but if it meets the mandatory minimum requirements, the CEO as the principal officer at EWHS has a statutory obligation to report material issues to the Independent Broad-based Anticorruption Commission (IBAC)
- Reports can be made directly to the CEO or the Board depending upon the level within the organisation the suspected behaviour is occurring.

PERFORMANCE INDICATORS

- Compliance with the Education Training Schedule (ETS).

KEY BEHAVIORAL COMPETENCIES

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|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Teamwork and Cooperation • Problem solving ability. • Culturally aware and safe | <ul style="list-style-type: none"> • Advanced Communication Skills • Supervision and mentoring • Ethical and Professional |
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KEY SELECTION CRITERIA

- Current nursing/midwifery general registration with the Australian Health Practitioner Regulation Agency (Ahpra).
- Current attainment of Endorsement as a Nurse Practitioner in accordance with the requirements of the Nursing and Midwifery Board of Australia.
- Current, or working towards, General Primary Health Care scope of practice, and one or more of: Chronic and complex conditions; Child and family health care, Emergency and acute care; Mental health and AOD; Ageing and palliative care.
- Demonstrated advanced nursing skills in assessment, planning, implementation and evaluation of client-centred care within scope of practice.
- Demonstrated clinical leadership, mentorship, supervision and support to clinical staff in a rural health setting.
- Demonstrated ability to think critically, problem solve and make sound clinical decisions utilising evidence-based guidelines both autonomously and collaboratively.
- Demonstrated passion and advocacy for the health of small rural communities with an awareness to needs and understanding of staff, clients and general community and priority populations including Aboriginal and Torres Strait Islander Peoples.
- Demonstrated effective interpersonal skills with the ability to work autonomously and co-operatively as a part of a multidisciplinary team.
- Strong computer literacy skills including use of electronic medical records and practice or program software.
- Evidence of recent annual influenza immunisation or willingness to obtain prior to commencement.



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Desirable

- Advanced Life Support (ALS)
- Interest and/or experience with research and evaluation.
- Other competencies and qualifications relevant to General Primary Health Care scope of practice, for example Nurse Immuniser and Cervical Screening.
- Supervision, teaching/education, and/or mentoring experience.

The Nurse Practitioner (Rural Generalist) at East Wimmera Health Service will hold:

- A current National Police Check or ability to obtain a satisfactory check.
- A current Victorian Drivers Licence.
- Ability to comply with the “Behavioural Outcomes” for this role.
- A current Victorian (employee) Working with Children Check.

East Wimmera Health Service

STANDARDS OF BEHAVIOUR

Our staff will always:

Our staff will not:

Together	<ul style="list-style-type: none"> • Work as part of the team • Mentor others • Provide encouragement to others • Care for others the way they would like to be cared for themselves • Partner with consumers in decision making about their healthcare 	<ul style="list-style-type: none"> • Be self-centred • Have inappropriate conversations with others • Demonstrate a “can’t-do” attitude • Ignore feedback given by patients or colleagues • Avoid responsibility • Refuse to assist others with their workload
Honesty	<ul style="list-style-type: none"> • Be open & honest with ourselves and with others • Make ethical decisions • Bring ourselves to work • Maintain high levels of integrity • Be responsible and accountable 	<ul style="list-style-type: none"> • Be dishonest • Be unreliable • Pass the buck • Be lazy
Empathy	<ul style="list-style-type: none"> • Commit to delivering a positive health experience to every person every time • Show compassion to all people • Demonstrate empathy & understanding 	<ul style="list-style-type: none"> • Be sarcastic • Be judgmental • Make care decisions without consulting the consumer
Community	<ul style="list-style-type: none"> • Maintain customer focus • Lead by example • Be responsible & accountable for their own actions • Stand up and take action • Escalate issues or behaviours of concern 	<ul style="list-style-type: none"> • Be hypocritical • Contribute to rumours • Discriminate against others • Think they’re better than others • Be passive
Open	<ul style="list-style-type: none"> • Demonstrate consistency • Treat people equally • Be considerate & understanding • Be collaborative and collegiate • Deal with issues 	<ul style="list-style-type: none"> • Demonstrate favouritism & exclusion • Withhold information • Ignore issues
Respect	<ul style="list-style-type: none"> • Maintain confidentiality & privacy • Be punctual • Listen to others & accept differences • Respond courteously • Greet all people by saying hello, smiling and introducing themselves • Be culturally informed and sensitive • Respect diverse opinions 	<ul style="list-style-type: none"> • Be arrogant • Be disrespectful • Display rudeness • Bully, harass or display aggression • Allow unacceptable behaviour
Excellence	<ul style="list-style-type: none"> • Expect and deliver excellence • Persevere to do the best job they can • Strive continuously to improve • Be professional & enthusiastic • Have the courage to question what we do 	<ul style="list-style-type: none"> • Give up • Accept mediocrity • Leave an untidy workplace

Staff at EWHS must also comply with both the Industry and organisational Code of Conduct

RISK ASSESSMENT / JOB ANALYSIS

East Wimmera Health Service provides a safe working environment for staff as part of the process Risk Assessments have been carried out and this position could include some or all of the following.

(Please mark (eg X or ✓) to those that apply to this position)

Aspects of Normal Workplace	Frequency			
Work Environment	Occasionally	Regularly	Continual	NA
• Work with the possibility of extended hours	✓			
• Work in locations geographically separated from main facility	✓			
• Working off site which may include clients homes	✓			
• Clinical areas		✓		
• Travelling or Driving in cars on a regular basis		✓		
<u>Work Activity</u>				
• Manage demanding and changing workloads and competing priorities		✓		
• Undertake administrative tasks including intensive computer keyboarding work, filing, writing, concentrating for long periods of time		✓		
• Sitting at the computer for extended periods of time		✓		
• Sitting in meetings for extended periods of time	✓			
• Use of technology including photocopiers, telephones		✓		
• Undertake manual handling of equipment	✓			
• Patient Handling (<i>No Lift Program operates throughout EWHS</i>)				✓
• Exposure to Substances (<i>Protective equipment & procedures in place to prevent contact</i>)				✓
<u>Work relationships</u>				
• Work in a team environment and at times independently			✓	
• Interaction with staff from other disciplines and departments		✓		
• Interacts with: <ul style="list-style-type: none"> ○ colleagues and other hospital staff ○ members of the public ○ Patients and relatives 	✓		✓ ✓	



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I acknowledge:

- That I have read and fully understand the Position Description and the position's Job Analysis.
- I agree that I have the physical ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities and duties.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- That EWHS may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the employment agreement that I will sign, outlining the terms and conditions of my employment.

Name (please print) _____

Signature _____

Date _____

Document Control	
Executive Sponsor: Director of Primary Care	
Manager Responsible: Community Nursing - Nurse Unit Manager	
Author(s): Meghan Noonan: Director of Primary Care	
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