



The new Cardiac Nurse Practitioner candidate position at Austin Health

- The new Cardiac Nurse Practitioner (NP) candidate position offered by Austin Health is also the first Cardiac NP candidate position to be offered in Victoria. It is an exciting opportunity for a senior nurse with extensive cardiac nursing experience and clinical leadership qualities to shape the role according to the needs of the Department of Cardiology.
- The Cardiac Nurse Practitioner (NP) candidate will work with the acute coronary syndrome (ACS) patient group, to ensure that management guidelines are implemented correctly and that discharge is closely managed, particularly for complex patients. Although the position is based in Department of Cardiology, the NP candidate will have a strong presence in the inpatient ward and outpatient department, working to improve patient flow and continuity of care.

The Cardiac NP candidate will play a senior role in the multidisciplinary cardiac team. The role will include providing assessment and treatment plans for patients, prescribing medications, ordering diagnostic investigations and direct referral of patients to other healthcare professionals, within a defined scope of practice, under the supervision of cardiology unit medical staff.

- While the NP candidate will be expected to drive change within the unit, they won't have to go it alone. The Nurse Practitioner candidate will have access to a strong peer support network of other NPs and professional mentors from the department. They will also be given close support from clinical mentors, Associate Professor Omar Farouque, Director of Cardiology and Dr Elizabeth Jones, Deputy Director of Cardiology.
- Austin Health is a leader in the public health field in introducing innovative workforce models. CEO, Dr Brendan Murphy, is chair of the Victorian Health Service Management Innovation Council and is personally committed to health workforce reform and the Nurse Practitioner model. There is strong support for new clinical leadership roles at the executive as well as the medical, clinical service unit and Nursing Services directorate levels, including by relevant Nurse Unit Managers.
- Austin Health's Department of Cardiology is one of the largest in Victoria and continues to grow. The department has a strong teaching focus, a large and growing research emphasis and maintains a strong, collaborative relationship with the Department of Cardiac Surgery.

POSITION DESCRIPTION

POSITION TITLE	Cardiac Nurse Practitioner Candidate
REPORTS TO	Professional – Director of Specialty Services CSU Clinical – Director of Cardiology
AWARD/AGREEMENT/CONTRACT	Nurses (Victorian Health Services) Award 2008
POSITION TYPE e.g. Registered Nurse Div 1, Occupational Therapist Gr1, etc.	YX11 - Grade 4B Yr 1, Nurse Practitioner Candidate
HOURS PER WEEK	Full time, Permanent

1. ORGANISATIONAL CONTEXT

Austin Health is one of Victoria’s largest health care providers.

Comprised of Austin Hospital, Heidelberg Repatriation Hospital and Royal Talbot Rehabilitation Centre, Austin Health is a major teaching and research centre with numerous university and research institute affiliations.

Catering to diverse multicultural and veteran communities, Austin Health delivers vital state-wide services to Victorians and a vast array of specialty services to the people of Melbourne’s north-eastern corridor in a safety-focussed, team-orientated and stimulating work environment.

Austin Health Values

The Austin Health values play a critical role in shaping how we operate as an organisation. They influence our performance planning, recruitment, training and development, and relationships with colleagues, work mates, our patients and their relatives and friends. The Austin Health values set standard that we expect all staff to live up to in the way they undertake their duties and responsibilities across the Hospital.

Our Values:

- ***Integrity***
We work in the spirit of collaboration and honesty to build effective working relationships across the whole organisation.
- ***Accountability***
We are transparent, responsible and build trust by fulfilling promises and communicating effectively.
- ***Respect***
We care about others and treat each other with consideration, equality and fairness.

- **Excellence**

We continually strive to advance patient focused care through innovation, research and effective stakeholder management.

2. LOCAL WORK ENVIRONMENT

The Department of Cardiology at Austin Health is committed to providing quality and compassionate care to patients with all forms of heart disease. The department has a strong clinical, teaching and research focus.

The inpatient clinical service is located at the Austin Hospital and comprises a ward facility (Ward 5 East) with 30 dedicated cardiac and thoracic beds, including 6 critical care beds, and high dependency facilities for surgical patients. Outpatient clinics are conducted at the Heidelberg Repatriation Hospital.

A state-of-the-art diagnostic area (5 North) adjacent to the ward supports the cardiac catheterisation laboratories and non-invasive laboratories. A day recovery area contains 12 monitored beds for patients undergoing elective day procedures. Strong links exist with the Department of Cardiac Surgery at Austin Health.

The Cardiac Nurse Practitioner will work within the Department of Cardiology but will have a strong presence on the inpatient ward and in the outpatient department.

3. POSITION OBJECTIVE

Background

The Cardiac Nurse Practitioner role is innovative, progressive and patient centred within the clinical area of cardiology. The Cardiac Nurse Practitioner is an integral member of the multidisciplinary team working to achieve nursing excellence in that area.

Nurse Practitioners are Registered Nurses who practice at an advanced level and are authorised by the Nurses Board of Victoria to use the title "Nurse Practitioner".

In Victoria a Nurse Practitioner is defined as "a registered nurse educated for advanced practice who is an essential member of an interdependent health care team and whose role is determined by the context in which s/he practices." www.nursing.vic.gov.au/furthering/practitioner.htm August 2005

Position Objective

The Cardiac Nurse Practitioner will ensure the continuity of Acute Coronary Syndrome (ACS) patient care across the inpatient and outpatient continuum. This role will provide consistency to these services, enhancing patient flow in the ward and significantly contributing to patient care. The Cardiac Nurse Practitioner will practise within a multidisciplinary framework to maximise recovery and promote optimum outcomes for cardiology patients.

4. POSITION REQUIREMENTS

Position specific

The Cardiac Nurse Practitioner is directly involved in the provision of expert patient centred clinical care. This extends to the care of family, carers and other health professionals.

CLINICAL CARE

The Cardiac NP will improve the delivery of service to the ACS patient group by:

- Conducting advanced, comprehensive and holistic health assessment relevant to cardiology nursing practice
- Utilising 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
- Reviewing ACS patients on Ward 5 East ensuring that the ACS management guidelines are being implemented in collaboration with the multidisciplinary team
- Assessing ACS patients for discharge including writing up the discharge medications, referring patients to cardiac rehabilitation, ordering further diagnostic tests and discharging patients from hospital in conjunction with medical staff and the multidisciplinary team
- Following up selected ACS patients in outpatient clinic to ensure that they remain compliant with their prescribed medications, referring patients back to medical staff if they experience ongoing symptoms, and organising appropriate diagnostic and functional tests
- Collecting data and maintaining a database for ACS patients
- Frequently adopting a case management approach to service delivery

BEST PRACTICE

- Involved in clinical data collection as necessary.
- Demonstrates a commitment to quality management.
- Evaluates NP service delivery in accordance with key performance indicators.
- Participates in the development and delivery of specialist research programs.
- Adapts and applies related scientific research to clinical area.
- Clinical decisions are informed by evidence based practice.

MANAGEMENT

- 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.
- Participates in the service planning process to identify future directions for the clinical service to maximise patient outcomes and resource management.

ADVOCACY

- Provides a resource role to patients, families, General Practitioner's and community groups.
- Assists with the provision of health promotion activities.
- Provides psychosocial support to patient and significant others.

CLINICAL LEADERSHIP

- Acts as a nursing role model 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 and/or International Level.
- Participates in the development and delivery of specialist education programs.
- Participates in formal and informal education programs.
- Awareness of the latest research literature, equipment and treatment and utilisation of knowledge in practice.
- Disseminates clinical practice and research findings via education and publications.
- Initiates and conducts nursing research relevant to clinical specialty.
- Advocates for the development of nurse practitioner practice.
- Monitors own practice as well as participating in peer supervision and review.

Generic

- Abide by Austin Health corporate policies and practices as varied from time to time.
- Participate in Austin Health performance appraisal program as required.
- Undertake not to reveal to any person or entity any confidential information relating to patients and employees, policies, processes and dealings and not to make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.
- Participate in the emergency incident response activities, as defined within the Emergency Response Manual, as and when required, at the direction of management.

5. KEY SELECTION CRITERIA

Essential for Performance of the Position

- A commitment to Austin Health values: Integrity, Accountability, Respect and Excellence
- Registered Nurse Division 1 (Vic State Award)
- Endorsed Nurse Practitioner / or working towards NBV endorsement
- Masters post-graduate studies or working towards
- Extensive and recent clinical experience in cardiac nursing
- Advanced level of therapeutic management skills
- Demonstrated excellent collaborative, leadership, teaching, and interpersonal skills
- Well developed communication skills
- Ability to work as a team member and achieve projected goals and targets
- Ability to evaluate practice at an advanced level
- Demonstrated educational skills and basic computer knowledge
- Experience in nursing research and research skills

Desirable but not essential for Performance of the Position

- Knowledge of case management models and theories
- Experience in change management
- Experience in report writing

6. OTHER RELEVANT INFORMATION

Pre-Existing Injury

Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

7. DOCUMENT REVIEW DETAILS

Date Position First Documented (if known): _____/_____/_____

Date of this Position Description Review: November 2009

Signature of Manager: _____ Date: _____/_____/_____

Signature of Employee: _____ Date: _____/_____/_____

"Austin Health promotes a healthy work environment. Effective from 1 July 2009, Austin Health is now entirely smoke free. Smoking is no longer allowed on any Austin Health site, including buildings, vehicles or on the grounds of Austin Hospital, Heidelberg Repatriation Hospital and Royal Talbot Rehabilitation Centre."