



**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Delirium & Cognition Nurse
Practitioner**

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

Position Title:	Delirium & Cognition Nurse Practitioner
Service:	Medical Services
Location:	Royal Melbourne
Reports To:	Director of Nursing, Operations Manager and HOU
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification:	NO1 or NO2
Employment Status:	Full time
Immunisation Risk Category:	Category A
Date of Review:	June 2026

Aligned with RMH values and strategic priorities, the Nurse Practitioner – Delirium & Cognition works to enhance patient experience, reduce hospital-acquired complications, and support safe, person-centred, and culturally responsive care. The position maintains endorsement and credentialing as a Nurse Practitioner in accordance with national standards and demonstrates ongoing professional development and clinical excellence.

- Performs comprehensive consumer assessments and demonstrate skill in the diagnosis and treatment of acute and chronic illness within the specified scope of practice.
- Practices within a clinical framework that is evidence based, relevant, current and is in accordance with the ANMC competency standards and departmental policies and procedures.
- Recognises limits to practice and consults appropriately, and facilitates consumer access to appropriate interventions and therapies.
- Ensures all consumers, patient's family, residents, visitors and staff are treated in a courteous and non-discriminatory manner. Provides an efficient and customer focussed service.
- Acts as a positive role model, providing expert nursing knowledge to the multidisciplinary team and will be accountable and responsible for advanced levels of decision making.
- Is the key driver of effective and timely communication with consumers, team members, program leads, other RMH departments and wider community.
- Ensures personal compliance with relevant Acts, Agreements and RMH Directions, Policies, Procedures, Staff Handbook and Code of Conduct.
- Ensures optimal patient safety is maintained through implementation of collaborative proactive strategies. This will enhance outcomes for the person through safety enhancement.
- Demonstrates advanced knowledge of human sciences and extended skills in diagnostic reasoning.
- Demonstrates comprehensive understanding of specific pharmaceuticals and diagnostic tests related to specified area of practise.
- Orders investigations and prescribes medications and other treatment and ensures ongoing follow up occurs, within scope of practice and model of care. Escalating and seeking endorsement where applicable.
- Demonstrates a commitment to organisational change and development.
- Ensures ongoing performance excellence is monitored, reported and sustained.
- Actively participates in all required RMH operational, professional and systemic committees or meetings.
- Oversees clinical handovers and reviews as required ensuring consistency of service response and clinical follow-up requirements identified are implemented including escalation of any important issues or risks.
- Provides expert advice, innovative options and solutions in areas of complex clinical care to the team and to consumers.
- Possesses extensive specialist clinical knowledge and skills to mentor staff and influence others to adopt high standards of best practice, ethical and legal conduct which is modelled in own actions and decisions.
- Works with the Access Team, interdisciplinary team members, Clinical director and Clinical leads to ensure that person centred care and safety planning are role modelled and practiced within the team.
- Support the senior clinicians and wider team to ensure clinical competency and professional development now and into the future
- Actively foster and partake in the weekly case conference and audits for full interdisciplinary approach to patient care.
- Takes part in and actively organises hospital wide education sessions
- Has the ability to organise programs and/or special projects as required and/or delegated.
- Complies with RMH policies and reports all actual or near-miss events via Riskman/VHIMS platforms.
- Incorporates practice which aligns with the RMH Nursing & Midwifery Practice Guideline, as relevant to the clinical setting.
- Facilitates effective patient flow processes for intake and triage practices in accordance with the guidelines established by the unit and organisation.
- Meet individual and team targets as set out by the program.
- Undertakes research and critical analysis in the area of clinical expertise and provides evidence to team members and other health teams to ensure service and clinical practice benchmarks are achieved.
- Leads continuous improvement to ensure care remains safe and efficient.

- ### Key Accountabilities broken down into core domains:

Role Responsibilities

- Delirium (hyperactive, hypoactive, mixed)
- Dementia and behavioural and psychological symptoms (BPSD)
- Acute cognitive decline

Facilitate early discharge planning and continuity of care for patients and carers

- Patients screened for delirium risk within 24 hrs of admission to The Royal Melbourne Hospital
- Proactive reduction and prevention in hospital-acquired delirium incidence
- Monitor and embed compliance with delirium management bundles at The Royal Melbourne Hospital
- Reduction in antipsychotic prescribing for delirium (baseline vs target reduction)
- Reduction in average LOS for patients with delirium
- Monitoring, reporting and implementation of documentation compliance for cognitive assessment tools (e.g., CAM, 4AT)

Role Responsibilities

- Lead the delirium and cognitive impairment model of care at the Royal Melbourne Hospital
- Influence and participate in the development of policy, guidelines, and clinical pathways
- Provide clinical leadership across wards (including ED, inpatient units, subacute services, ambulatory and virtual services).
- Active participation in governance committees (falls, dementia care, medication safety and clinical governance groups)
- Drive interdisciplinary collaboration and escalation pathways to progress and prioritise patient care
- Role model best practice delirium and cognitive care

- Implementation of standardised delirium pathway across relevant units
- Participation in governance meetings and reporting requirements on a monthly basis
- Participation in any clinical urgent reviews, SAPSE cases and clinical risk mitigation incidents
- Demonstrated service improvements (e.g., reduction in falls, restraint use, care bundles) across the Royal Melbourne hospital
- Surveying and monitoring in staff-reported confidence improvement in delirium management (via surveys, feedback or Redcap audits)
- Development/review of key clinical policies annually, review of any associated forms and resources, inclusive of digital mediums.

Role Responsibilities

- ## KPIs

- #### 4. Research & Evidence-Based Practice

Role Responsibilities

- ## KPIs

- ## 5. Quality Improvement & Service Development

- Identify gaps in delirium care and implement improvement strategies
- Support hospital-wide initiatives (e.g., reducing low-value care, ward-based initiatives, diagnostic stewardship, prevention bundles)
- Use data to inform service redesign.
- Review, analyse and report on monthly delirium data within the Royal Melbourne Hospital.
- Integrate cognitive care into broader models (e.g., AMU 48hr model, other service models and digital models).

- Documented improvement projects with measurable outcomes. Monthly updates on progression of improvement projects and appropriate and timely escalation of barriers.
- Monthly reporting and analysis of:
 - Falls in cognitively impaired patients
 - Use of restraints
 - Unnecessary investigations in delirium cases
 - Screening and interventions
 - Pharmacological and non-pharmacological interventions
 - Education
 - Any other KPI related to delirium and cognition care at RMH.
- Demonstrated cost-efficiency improvements (where measurable)
- Development of delirium dashboards/metrics reporting
- Clear record of PDSA cycles documented, and outcomes maintained for any quality improvement initiatives.

- Work collaboratively with:
 - Geriatricians, physicians, psychiatrists
 - Nursing and allied health teams
 - Community and aged care providers
 - Patients and carers
 - External stakeholders
- Coordinate transitions of care (inpatient to community/residential care) where required

Internal	External
RMH Medical Services	Families and Carers
Patient and Consumers	Police and Ambulance Victoria
Mental Health Clinicians	Family Violence Services
Medical and nursing staff	Patients, Clients, Medical Treatment and Decision Makers
RMH Social Work	General practitioners
RMH Pharmacy	Primary Care Partners
RMH Allied Health staff	Community-based Care Providers (General Practitioners, Psychiatrists, Psychologists)
All Hospital clinical and non-clinical staff	Other Community based providers i.e. housing; financial
Emergency Department Staff	Mental Health Service Providers
ED Nurse Unit Manager and Clinical Nurse Managers	Pharmacists
Leadership team	Safer Care Victoria
Education Team	
Quality team	

- Registration as a Nurse and Endorsement as a Nurse Practitioner in Australia
- Master of Nursing (enabling registration as Nurse Practitioner)
- Hold a current prescriber number - Credentialing with Medicare Benefits Schedule (MBS) and Pharmaceutical Benefits Scheme (PBS) as a Nurse Practitioner.
- Demonstrated advanced clinical knowledge in Delirium & Cognition care
- Demonstrated professional and clinical leadership, supervision, team contribution, mentoring, coaching and problem-solving skills
- Proven ability to practice autonomously with high-level clinical reasoning and decision-making skills in the management of patients with complex and multifactorial presentations.
- Proven commitment to the development of learning, teaching and research-oriented work environment within a collaborative, multidisciplinary environment
- Demonstrated high-level communication, liaison, interpersonal and negotiation skills
- Demonstrated commitment to continuing professional development
- Evidence of commitment to quality improvement
- Evidence of participation in the collection of data and report writing
- Demonstrated ability in the operation of various computer software packages, EPIC EMR platform and a willingness to learn the databases that are an integral part of patient management and the project
- A commitment to high quality, safe and person-centred patient care.

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**

- As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.

- **First Nations Commitment**

- We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.

- **Child Safe Standards**

- RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.

- **Equal Opportunity and Accessibility**

- We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.

- **Thriving Together**

- Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date _____