

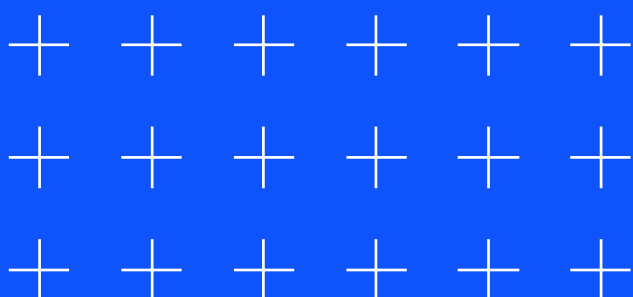


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Nephrology CKD 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.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

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

educated and authorised to function autonomously and collaboratively in an advanced and extended clinical

evidence based clinical practice which is creative, patient centred, caring, considerate and relevant. The role of

chronic kidney disease patients referred to the RUMC Kidney Care Service which includes the Advanced Kidney

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- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance wellbeing and development discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Provide high quality standards of patient care. This includes the assessment, planning, implementation and evaluation for care in collaboration with multidisciplinary team
- Contribute to the development of all staff, providing junior staff, graduates and students with appropriate supervision, training and instruction in accordance with Melbourne Health policy and procedures
- Identify and triage complications and ongoing health care needs with a focus on holistic care
- In consultation with medical staff, facilitate referrals to other departments as indicated for further medical review, management, procedures and tests
- Demonstrate effective leadership skills, supporting innovation and advanced nursing practice
- Provide advanced, extended and holistic nursing practice that demonstrates a high level of ability in complex care situations
- Lead the development of policies and procedures relevant to the provision of high quality and evidence-based care within RMH Kidney Care
- Act as a key resource person for other RMH and community-based health professionals who provide outpatient or inpatient care for people with CKD.
- Develop and conduct skilled nursing interventions for people with stage 3B to 5 kidney failure, assessing and addressing issues such as quality of life, futility, prognosis, withdrawing and withholding treatment and end of life decision making within an ethical framework
- Collate and enter relevant pre-dialysis clinical parameters, patient choices and trajectory along pathway data into EMR and central database to assist in facilitating monthly tracking meeting with relevant team members.
- In consultation and cooperation with the nephrology and palliative care multidisciplinary teams and nephrology care consumers, refine and consolidate the RMH kidney care pathway to promote highest quality and person-centred care
- Facilitate registration of all new patients and maintain up to date client records in accordance with service policy and to contribute to maintaining minimum dataset.
- Facilitate and provide CKD education to patients to enable informed choices and make a transition to their preferred treatment pathway in group or individual sessions (metropolitan and regional
- Lead nephrology supportive care multidisciplinary case conferences, playing a pivotal role in the development of care plans for the management of complex patients across the nephrology care spectrum (pre-KRT, HD, PD, transplant and supportive care)
- Participate in the Advanced Kidney Care Clinic providing decision support regarding future treatment options using person-centred values-based healthcare principles.
- Provide clarity regarding the nephrology care pathway for primary health and community-based health service providers to facilitate appropriate and timely referrals through all potential entry points and promote genuine collaboration in care provision
- Explore and support optimal engagement with primary health (GPs and Practice Nurses) to ensure an appropriate and complimentary shared care model is provided for patients to promote optimal health, best outcomes and timely delivery of care.

Internal

- Renal Operations Manager
- Director of Nephrology
- RMH Nephrologists
- Nephrology Surgeons
- Nephrology Nurse Unit Managers
- Nephrology Nurse Practitioners
- Nephrology Clinical Nurse Consultants
- Palliative Care
- Pain Management Team
- Home Dialysis Unit
- Acute Dialysis Unit
- Metropolitan Dialysis units
- Nephrology inpatient service
- Nephrology educators
- Allied Health: Pharmacy, Social Work, Dietitian, Podiatry, Physiotherapy, Occupational Therapy
- Nephrology Research and Clinical Trials

- Nephrology patients, their families and carers
- Regional Dialysis Units
- Nephrologists – private and affiliated satellites
- Community based palliative care services
- Nephrology Teams at other Nephrology Services
- General Practitioners and Practice Nurses
- Community Based Health Care Services, HITH, HARP, Bolton Clarke

Formal Qualifications:

- Registered Nurses:
 - Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Achieved or Working towards an approved “Masters of Nurse Practitioner” qualification OR a Masters assessed as equivalent in qualification

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- A minimum of 5 years prior experience in Nephrology and / or palliative care environment
- Demonstrated ability to practice collaboratively as part of the multidisciplinary health care team
- Demonstrated provision of high quality patient care
- Advanced assessment, problem solving, critical thinking and organisational skills
- Demonstrated role in research, quality and presentation of works in professional forums
- High motivation and willingness to learn
- Mandatory Immunisation Assessment, Police Check and Working With Children's Card
- Excellent communication and interpersonal skills
- Demonstrated ability to be innovative, resourceful and adaptive to change

- Advanced communication, leadership and interpersonal skills
- Demonstrate an ability towards working autonomously within a defined scope of practice
- Innovative, resourceful and adaptive to change
- Developed assessment, clinical reasoning and prioritisation skills
- Other relevant post-graduate qualifications may be an advantage
- Skilled in Windows Office 365

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- 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.

- 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.

- 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.

- 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.

- 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.

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

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.

Date _____