

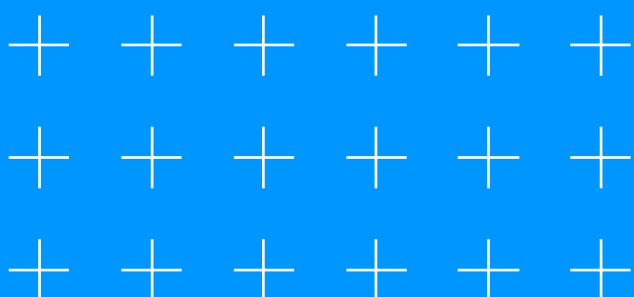


**The Royal  
Melbourne  
Hospital**

**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.**

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

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The Australian Nursing and Midwifery Council define a Nurse Practitioner as a registered nurse who is educated and authorised to function autonomously and collaboratively in an advanced and extended clinical role. The nurse practitioner role includes assessment and management of clients using nursing knowledge and skills and may include but is not limited to the direct referral of patients to other health care professionals, prescribing medications and ordering diagnostic investigations. The nurse practitioner role is grounded in the nursing profession's values, knowledge, theories and practise and provides innovative and flexible health care delivery that complements other health care providers. The scope of practice of the nurse practitioner is determined by the context in which the nurse practitioner is authorised to practice.

The CKD NP works with the wider nephrology multidisciplinary team and is responsible for the care pathway of chronic kidney disease, with patients referred to the RMH Kidney Care Service which includes the Advanced Kidney Care Clinic and Nephrology Supportive Care program and fosters excellence through clinical, educational, research and professional leadership. The Nephrology CKD NP works autonomously and collaboratively as part of a multidisciplinary health care team to provide comprehensive, appropriate and timely care to patients within our Nephrology Services and across the continuum.

Our Nephrology NPs work together as a united and supportive team, collaborating across care pathways and providing support to each other as required within scope of practice.

- 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 and support 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

- 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:**

- Nephrology CKD Nurse Practitioner | Medical Services – Department of Nephrology | November 2025

- 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

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance wellbeing and development discussion
- 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, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- 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.

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 \_\_\_\_\_