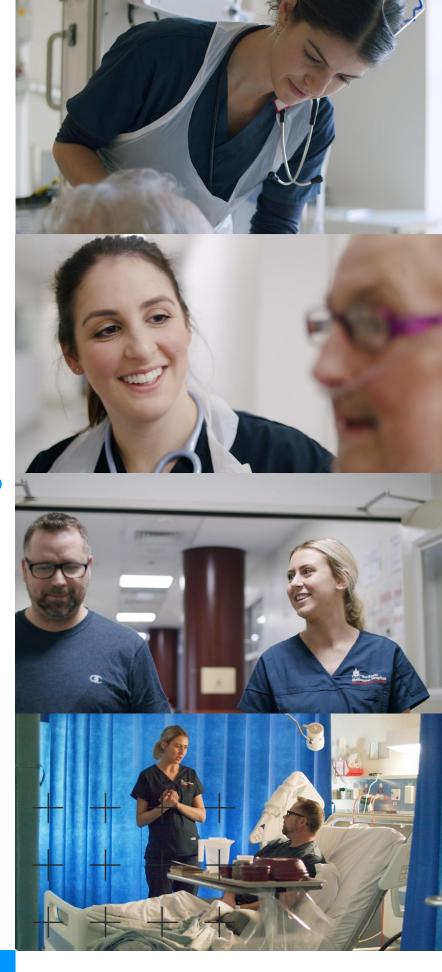
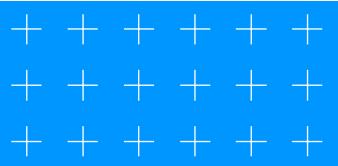


# Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description

Nephrology CKD Nurse Practitioner





### THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

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.

### **OUR VISION**

# Advancing health for everyone, every day.

### THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

## People First



Lead with Kindness



Excellence Together



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

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.

### **OUR PRIORITIES**

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- 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 Description**

Position Title: Nephrology CKD Nurse Practitioner

Service: Medical Services – Department of Nephrology

**Location:** RMH City Campus

**Reports To:** Renal Operations Manager

**Enterprise Agreement:** Nurses and Midwives (Victorian Public Sector) (Single

Interest Employers) Enterprise Agreement 2024–2028

Classification: Nurse Practitioner Year 1 (NO1)

**Employment Status:** Part Time 0.8EFT

Immunisation Risk Category: Category A

Date of Review: November 2025

### **POSITION SUMMARY**

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 Nephrology CKD Nurse Practitioner (NP) is an expert practitioner who, through nursing leadership, facilitates evidence based clinical practice, which is patient centred, carer considerate, innovative and relevant. The key role of the Nephrology CKD NP is to be the first point of contact in the provision of RMH care coordination for patients with advanced CKD and their families. This pivotal role coordinates the provision of CKD patient information through targeted education and our comprehensive decision-making support system to enable informed patient choice in relation to future treatment pathways. The Nephrology NP service spans Victoria and Southern New South Wales.

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.





The focus of care for the RMH Nephrology CKD NP is comprehensive management of nephrology patients, including medication optimisation, patient and carer education, and the prevention and management of complications. The Nephrology CKD NP is responsible for the ongoing management of patients who are progressing towards end-stage kidney disease. This includes providing both individual and group CKD options for education tailored to patient needs and early identification and referral of patients who may be suitable for kidney transplantation. It also includes coordination of timely referrals and workup, promotion of health and wellbeing through disease self-management strategies and lifestyle modification and proactive care across the disease trajectory. For those who choose a dialysis pathway, the CKD NP promotes and facilitates timely access creation, a multidisciplinary team approach to psycho-social adaptation to living with kidney failure and exploration of home-based dialysis therapies as a more independent treatment option where clinically appropriate.

The Nephrology CKD NP also provides comprehensive management for patients who elect a non-dialysis supportive care pathway. This involves a collaborative approach with Nephrologists, General Practitioners, Allied Health professionals and Palliative care organisations to optimise symptom management, maintain quality of life, and support patients and their families in shared decision making and advanced care planning.

Non-clinical includes leadership and quality contributions, such as optimisation of EMR best practice in Nephrology, facilitation of consent for dialysis, promotion and maintenance of Goals of Care, policy and procedure development and review, research, nursing and allied health education, presentation of works and departmental representation on organisational, state, national and professional bodies.

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.





### **KEY ACCOUNTABILITIES**

- 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 valuesbased 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.





### **KEY RELATIONSHIPS**

### 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

### External

- 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

### **KEY SELECTION CRITERIA**

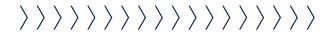
### Formal Qualifications:

- 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

### Essential:

- 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
- Excellent communication and interpersonal skills
- Demonstrated ability to be innovative, resourceful and adaptive to change





### Desirable:

- 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

### **KEY PERFORMANCE INDICATORS**

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 wellbeing and development discussion
- · Ability to maintain a safe working environment and ensure compliance with legislative requirements

### AT THE RMH WE:

- 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.

### **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	