



## POSITION DESCRIPTION

**Oncology Nurse Practitioner Candidate positions between Wimmera Health Care Group, Stawell Regional Health and East Grampians Health.**

<b>POSITION TITLE</b>	<b>Oncology Nurse Practitioner Candidate</b>
<b>REPORTS TO</b>	<b>Professional – Director of Clinical Services Clinical – Oncologist</b>
<b>AWARD/AGREEMENT/CONTRACT</b>	<b>Nurses (Victorian Health Services) Award 2008 &amp; 2007-2011 EBA</b>
<b>POSITION TYPE</b>	<b>YX11 - Grade 4B Yr 1, Nurse Practitioner Candidate</b>
<b>HOURS PER WEEK</b>	<b>Days and hours negotiable with host organisation</b>

### **1. ORGANISATIONAL CONTEXT**

Wimmera Health Care Group, Stawell Regional Health and East Grampians Health are working collaboratively with the Grampians Integrated Cancer Services to develop Oncology Services and a sustainable workforce capable of supporting the Oncologists and Oncology nursing staff at Nurse Practitioner level.

The candidate (s) can be located at one of the three organisations, although they will be required to attend all three on occasions. On Endorsement as a Nurse Practitioner the role will be to provide Oncology services at NP level across the three organisations and to mentor and support other NP Candidates.

The Integrated Cancer Services Projects have been established to assist with the implementation of the recommendations of Victoria's Cancer Action Plan 2008-2011. The aim of the project is to improve outcomes for those affected by cancer and receiving oncology services by strengthening partnerships between health care organisations particularly relating to the shared Oncology Nurse Practitioner positions between Wimmera Health Care Group, Stawell Regional Health and East Grampians Health Service:

- Strengthening the multidisciplinary team approach
- Developing and implementing formal referral pathways
- Fostering service enhancement based on developing or strengthening relationships between ICS

- Building capacity through development of partnerships
- Developing strategic alliances across the care continuum

Wimmera Health Care Group has been successful in securing funding for the establishment of an Oncology Nurse Practitioner in the Wimmera Sub Region. The project will be overseen by a project officer based within the host organisation and a Steering Committee including the Director of Clinical Services from each of the three health services who will oversee the work undertaken to develop the Nurse Practitioner Framework and candidacy program.

## **2. LOCAL WORK ENVIRONMENT**

The Oncology Nurse Practitioner will work within the Oncology Departments across the three organisations. Travel to Ballarat and Melbourne will be required to undertake advanced clinical learning, mentoring and exposure to clinical situations that support the NP candidates.

## **3. POSITION OBJECTIVE**

### **Background**

The Oncology Nurse Practitioner role is innovative, progressive and patient centred within the clinical area of Oncology/Chemotherapy. The Oncology Nurse Practitioner is an integral member of the nursing 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](http://www.nursing.vic.gov.au/furthering/practitioner.htm)

### **Position Objective**

The Oncology Nurse Practitioner aims to maximise the continuity of care for patients within the Oncology services in accordance with the department objectives. The Oncology Nurse Practitioner practises within a multidisciplinary framework to maximise recovery and promote optimum outcomes for patients experiencing cancer and its treatments.

## **4. POSITION REQUIREMENTS**

### **Position Specific**

The Oncology 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**

- Ability to conduct an advanced, comprehensive and holistic health assessment of cancer patients
- Ability to utilise assessment skills to develop a comprehensive treatment plan for cancer patients, including the need for imaging and laboratory studies, diagnostic and therapeutic procedures and prescribing medications that are evidence based and informed by specialist knowledge
- Ability to instigate acute and follow-up investigations according to existing care protocols
- Ability to monitor and follow up diagnostic results and organise further patient care in the inpatient and outpatient setting
- Ability to refer patients to other specialties as required
- Facilitate admission and discharge planning with medical staff and the multidisciplinary team
- Undertake a key liaison role between Medical staff including physicians and GP's, nursing staff oncology unit staff, providing expert advice and continuing education
- Adopt a case management approach to service delivery

### **Best Practice**

- Involved in clinical data collection, audit and quality assurance and clinical risk management activities 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 oncology units 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 patients and significant others
- Uses supportive care screening to identify patients requiring supportive care services and counselling

## **Clinical Leadership**

- The nurse practitioner will join the oncology multidisciplinary team as a senior member and work closely with pathology, radiation, oncology interns, registrars and consultants
- Acts as a nursing role model and an expert clinician in the setting of oncology
- Assists the development of the oncology units, by assuming a nursing leadership role in specialty clinical groups at State, National 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 oncology
- Advocates for the development of nurse practitioner practice
- Monitors own practice as well as participating in peer supervision and review

### **Generic**

- Abide by corporate policies and practices as varied from time to time
- Participate in 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 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 demonstrated commitment to excellence in patient care
- Registered Nurse Division 1 (Vic State Award)
- Graduate Certificate or Diploma or Masters in speciality area (Therapeutic Medication Management Module must be completed or be undertaken)
- Commitment to undertaking a relevant Masters of Nursing (NP) studies or working towards
- Extensive and recent clinical experience in the oncology clinical speciality
- 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

### **Desirable but not essential for Performance of the Position**

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

- Experience in report writing
- Experience in nursing research and research skills

## **6. OTHER RELEVANT INFORMATION**

Nurse Practitioner Candidates will be supported through NP scholarship and tertiary leave entitlements.