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## JOB AND PERSON SPECIFICATION

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Position Title: **Advanced Nurse /Midwife Nurse Practitioner**

Classification Code: **Registered Nurse/Midwife Level 4**    Division:  
Branch:  
Type of Appointment:    Section:  
o Ongoing    Position Number:  
o Temporary    Position Created:  
o Other    Term

### Job & Person Specification Approval

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CE or delegate

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### PREAMBLE:

Underpinning the Department of Health Strategic Directions are the agreed values that reflect honesty, respect and integrity for every individual. These values drive how we conduct our business and how we behave. We aim to make the values “live”. It is important that we incorporate the values into our behaviour systems and processes.

The Department has a “Commitment to Workplace Values” attached to Job and Person Specifications that all staff are required to uphold. *(Please refer to the back of this document).*

Australia has one of the most culturally and ethnically diverse populations in the world. Having a diverse workforce (inclusive of bi-lingual, bi-cultural and employees who have a disability) can enhance the department’s ability to negotiate with, and meet the needs of, the full range of its clients and customers. Such employees also add to the diversity of the workforce, and give added opportunities to fully capitalise on difference as a valuable asset in an increasingly competitive environment.

# JOB SPECIFICATION

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## 1. Summary of the broad purpose of the position in relation to the organisation's goals:

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In the course of fulfilling the role of Advanced Clinical Nurse Practitioner, Level 4, Nurse/Midwives at this level, primarily providing direct expert nursing/midwifery care for individuals and/or groups of patients/clients.

Level 4 clinicians may practice beyond the usual extent of nursing/midwifery scope of practice and are autonomous clinical decision makers, working independently and collaboratively in the health care system. Employees in this role accept accountability for their nursing/midwifery practice; professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

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## 2. Reporting/Working Relationships (to whom the person reports, staff for whom the person is responsible and other significant connections and working relationships within the organisation).

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The Advanced Nurse/Midwife Clinical Practice Consultant:

- Reports to Nursing or Midwifery Director (Level 5) or to the relevant position in your local health unit/service
  - Maintains close collaborative working relationships with all level 3 and level 4 Nurses/Midwives.
  - Maintain a collegial relationships between Nursing, Medical and Allied Health Staff
  - Supports and works collaboratively with less experienced members of the nursing team
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## 3. Special Conditions. (such as non-metropolitan location, travel requirements, etc)

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- The appointee may be subject to a Criminal History Check prior to confirmation of appointment.
    - The incumbent may be required to enter into an annual performance agreement for the achievement of (specific or service or program) outcomes.
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## 4. Statement of Key Outcomes and Activities (group into major areas of responsibility/activity and list in descending order of importance - continue on next page)

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**4.1 Assists with the provision of professional high quality patient care within the ward/unit/service aimed at improving patient health outcomes through:**

**4.1.1 Improving nursing/midwifery and patient care management in accordance with the context, patient need, and any required authorisation by ;**

- Integrating contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis that are expected at this level;
- Applying and sharing expert clinical knowledge to improve patient/client care;
- Comprehensively assessing health status including history and physical examination;
- Initiating and interpreting diagnostic pathology and/or radiology;
- Initiating interventional therapies, medications and use of health appliances or equipment;
- Clinically managing clients either directly or by delegation;
- Communicating patient management plans to all relevant members of the health care team, including general practitioners;
- Admitting and discharging from inpatient and/or clinic settings;

**Statement of Key outcomes and Activities** (Continued)

- Practicing extensions of the nursing/midwifery role in accordance with local clinical and/or admitting privileges, agreements, practice guidelines and/or protocols and State and Federal legislation and regulatory requirements;
- The role may be sessional in combination with clinical practice responsibilities.

**4.1.2 Contributing to the human resource management of the unit/service by.**

- Maintain productive working relationships and manage conflict resolution;

**4.2 Contributes to the achievement of nursing/midwifery best practice and where relevant facilitates the development and application of relevant nursing research by;**

- Contribute clinical expertise to learning environments, which may include individual/team capability development and/or post registration clinical teaching;

**4.3 Contributes to the achievement of professional expertise through the maintenance of ongoing personal professional development/continuing education:**

- Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications and learning and practice experiences that underpin a demonstrable application of knowledge and skills commensurate with the level of autonomy, decision making authority and influence of recommendations expected of the role.

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**4.4 Health Unit to insert any local generic statements related to**

- Requirements for participation in Counter Disaster activities
- Requirements related to Equal Opportunities and Occupational Health Safety and Welfare

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**Approved by Line Manager:** \_\_\_\_\_ / /

**Acknowledged by Occupant:** \_\_\_\_\_ / /

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# PERSON SPECIFICATION

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## ESSENTIAL MINIMUM REQUIREMENTS (Those characteristics considered absolutely necessary)

### PLEASE NOTE:

It is recommended that a **Maximum of 15 criteria only** (in total) be included in this section (ie the number of Essential and Desirable criteria combined should not exceed 15).

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### Educational/Vocational Qualifications (include only those listed in **Commissioner's Standard 2, Attachment C** as an essential qualification for the specified classification group)

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- Registered or eligible for registration as a General Nurse by the Nurses Board of South Australia and who holds, or who is eligible to hold, a current practicing certificate
  - Authorised as Nurse Practitioner (*xxxx speciality area*) with the Nurses Board of South Australia
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### Personal Abilities/Aptitudes/Skills: (related to the job description and expressed in a way which allows objective assessment):

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- Demonstrated ability to work as an autonomous practitioner
  - Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
  - Demonstrated ability in the facilitation of change management.
  - Demonstrated flexibility, innovation and creativity which can be applied to the Health setting.
  - Demonstrated counselling and advanced clinical skills.
  - Demonstrated ability to participate/initiate and or facilitate high quality research.
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### Experience

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- Registered Nurse/Midwife with at least 3 years post registration experience or currently classified as a Clinical Nurse/Midwife.
  - Demonstrated advanced level of nursing practice in the care and management of (*specific patient or client group*)
  - Experience in developing policies and procedures in the relevant area of clinical practice.
  - Experience in the supervision of student nurses, enrolled nurses and less experienced registered nurses.
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### Knowledge

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- Knowledge and understanding of the Nurse Practitioner's role
- Understanding of the requirements of the Nurses Act 1999.
- Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Registered and Enrolled Nurse and Midwives in Recommended Domains.
- Knowledge and understanding of the ANMC Code of Professional Conduct for Nurses/Midwives in Australia (2003) and the Commissioner for Public Employment Code of Conduct for Public Employees.
- Knowledge and understanding of legislative responsibilities for OHS&W, Workers Compensation and Rehabilitation and Equal Opportunity.
- Knowledge of Quality Improvement Systems as applied to a hospital setting.
- Knowledge of contemporary nursing/midwifery and health care issues.

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**DESIRABLE CHARACTERISTICS** (To distinguish between applicants who have met all essential requirements)

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**Educational/Vocational Qualifications** ((include only those listed in **Commissioner's Standard 2, Attachment C**, as an essential qualification for the specified classification group)

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- Where applicable, qualifications relevant to practice setting.
  - Tertiary qualifications in nursing or human services related discipline.
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**Personal Abilities/Aptitudes/Skills:** (related to the job description and expressed in a way which allows objective assessment):

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- Ability to work within a team framework that fosters an environment that develops staff potential.
  - Skills in using computers and software relevant to the area of practice.
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**Experience**

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- Experience with quality improvement activities.
  - Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.
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**Knowledge**

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- Knowledge of the South Australian Public Health System.
  - Knowledge of contemporary professional nursing/midwifery issues.
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**Other Details:**

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# COMMITMENT TO WORKPLACE VALUES

*The Department of Health values have an influence on the people we employ*

Every organisation has values that govern the way people are treated and the way decisions are made. The Department's Strategic Plan identifies the values that guide our behaviours. These behaviours apply to all employees and govern the way people in the organisation are treated, the way decisions are made and how we provide our services.

These values are used in day to day communication and interaction between all employees and are linked to the whole of government Code of Conduct, Performance Development, Job and Person Specifications and Department of Health Employment Conditions.

Department of Health Organisational Values are:

## **Honesty**

*We show honesty by speaking truthfully, within the boundaries of confidentiality. This is shown in our dealings within the Department and with our consumers and partners by: saying what we mean and meaning what we say, keeping our promises, telling the truth tactfully, providing honest feedback and answers and admitting to mistakes.*

## **Respect**

*We show respect by speaking and acting with courtesy. We treat others with dignity and use culturally appropriate ways of communicating. This is shown in our dealings within the Department and with our consumers and partners by: treating everyone fairly, communicating so people can understand, listening to others, and seeking and providing feedback.*

## **Integrity**

*We show integrity by honouring our values and the rules of our department, government and nation. This is shown in our dealings within the department and with our consumers and partners by: doing the right thing, abiding by the values, standing up for what we believe in, and taking responsibility for our mistakes.*

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I \_\_\_\_\_ have the ability and commitment to behave consistently with the stated values of the Department of Health.

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Signature

Please complete and return attached to your application to the nominated person

*"The right people with the right skills in the right place at the right time"*