

Position Description

Position Title:	Nurse Practitioner - Renal
Reports to:	Nurse Unit Manager - Haemodialysis
Department:	Haemodialysis Unit
Directorate:	Clinical Operations
Cost centre:	A3602
Code & classification:	Nurse Practitioner (NO1-NO2)
Employment conditions:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Renal Nurse Practitioner will provide advanced and extended practice skills including coordination, assessment, planning, and education to individuals living with acute and/or chronic renal related conditions. The Nurse Practitioner will work within a supportive framework of evidence-based clinical practice guidelines in collaboration with the Renal Nephrologist(s) to provide optimal patient focused care.

The role will encompass the clinical domains of practice framework:

- Clinical Care
- Supporting Systems
- Education
- Leadership
- Research

The Nurse Practitioner is a Registered Nurse who practices at an advanced clinical level, is endorsed by the Nursing & Midwifery Board of Australia (NMBA) and must meet and comply with the NMBA standards for practice. Their scope of practice is underpinned by their individual qualifications, expertise and clinical reasoning and is determined by the context in which they are credentialed by GV Health to practice. Their scope of practice determines the Nurse Practitioner's Model of Care, which is aligned with the strategic plan pillars of GV Health. The Nurse Practitioner has direct clinical contact and practises within their scope under the legislatively protected title 'Nurse Practitioner' under the National Law. They will conduct advanced, comprehensive and holistic health assessments to clients within our community to improve health outcomes.

The protected title of Nurse Practitioner allows the nurse to apply diagnostics testing, prescribe to their endorsed notation and implement therapeutic interventions to plan and evaluate quality care that is safe and evidence based. The Nurse Practitioner's assessment and early intervention includes collaborative care where referral to and from other clinicians is required to assist with the management of the client. The Nurse

Practitioner will work autonomously to provide a safe, quality and cost-effective, positive person-centred health experience for individuals across the continuum.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

Clinical Care

- Provide high-quality and timely management of clients with renal disease.
- Assess and developing client-centred evidence-based assessment and management plans with a focus on clients with renal disease and other comorbidities.
- Provide advanced clinical practice to include care coordination, assessment, planning, education, review, case conferencing and discharge of referred clients within the professional boundaries and responsibilities of the nurse and the organisation.
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge.
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure.
- Respond to consumer feedback and complaints appropriately to ensure that issues are resolved and quality and safe clinical care is provided.
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards.
- Maintain open and effective channels of communication with clients and their families/carers, professional colleagues, the health care team and external service providers.
- Assist in management of patients with acute kidney injury and their follow up in conjunction with the Nephrologist(s)
- Prepare patients for Renal Replacement therapy options including conservative care (includes renal education and access creation pathway)
- Monitoring and surveillance of PD patients and renal transplant patients care needs in conjunction with the Nephrologist(s)
- Train home haemodialysis patients
- Train nursing staff in acute kidney injury, ward management of chronic kidney disease patients, management of peritoneal and haemodialysis patients
- Renal transplant workup – coordinate with HUB hospital and Renal Nephrologist(s) with regards to renal transplant workup of local patients
- Train and support nurses in the Haemodialysis Unit
- Work in collaboration with the Nurse Unit Manager – Haemodialysis
- Assist with medical and diagnostic procedures carried out within the Renal department
- Peri-operative management of patients during access creation for Haemodialysis/Peritoneal dialysis

Support of Systems

The Nurse Practitioner works autonomously within GV Health as a clinical leader who can influence other clinicians to improve the patient experience. They will collaborate with other clinicians through sharing, supporting, giving and receiving referrals that improves the efficacy of care provided. The Nurse Practitioner has the capacity to explore, strengthen and influence processes and systems to embed a client-centred culture for internal or external care.

The Nurse Practitioner can achieve the support of system clinical domain of practice by:

- Involvement in committees relevant to their scope of practice.
- Supporting clinicians within the region to alleviate barriers and promote enablers to ensure clients receive the best possible care.
- Identifying opportunities for new service initiatives, establish and support implementation and evaluation
- Working within the interdisciplinary health care team, contributing to the development of strategies to measure clinical management and outcomes of care.
- Assisting the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas.
- Collaborating and communicating with all members of the health care team to achieve desired consumer outcomes.

Education

The Nurse Practitioner is proactive and analytical in acquiring new skills and knowledge and utilises this in direct care and the education of others. Education enhances the involvement and active participation of client, caregivers and clinicians. The Nurse Practitioner educates the public and increases awareness to the benefits of wellness, health and prevention of illness. They work collaboratively in educating and supporting others as mentors within clinical care and professional development including informal and formal staff development.

The Nurse Practitioner can achieve the Education clinical domain of practice by:

- Maintaining and demonstrating regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health.
- Undertaking credentialing and review scope of practice.
- Continuing professional development for self so that new information can improve the care provided and lead others.
- Being involved in identifying learning and practice gaps and contributing to education programs and resources.
- Engaging in clinical education, guidance and mentorship and professional activities that assist the development of extensions to practice.
- Increasing awareness to promote health and wellbeing for all.
- Actively participate in identifying where improvements can be made to the quality of consumer care.

Research

The Nurse Practitioner critically evaluates and integrates relevant research findings into practice and more broadly through publication and presentations. They will contribute to development of evidenced-based clinical guidelines, standard workplace documents, policy and procedures within GV Health and beyond. The Nurse Practitioner advocates on behalf of the client to ensure that care received is safe, effective and evidence-based. They support and strengthen a culture that seeks better outcomes for clients through evaluating care provision, collecting data, conducting clinical research, involvement in quality activities and risk management strategies.

The Nurse Practitioner can achieve the Research clinical domain of practice by:

- Being aware of what is available and how to access new and developing research that will assist with delivering evidence-based care to the client.
- Developing clinical guidelines, standard work place practice documents, policy and procedure documents to assist clinicians to deliver best practice.
- Contributing to the quality assurance activities at GV Health through innovation, data collection, changes to process and systems and education risk mitigation.

- Contributing to new evidence through research.

Leadership

The Nurse Practitioner demonstrates innovative ways to provide care, ensuring care is dynamic and meets the needs of the client, the clinician and the services within our community. They provide clinical leadership that influences partnerships, clinical care, policy and collaboration throughout the continuum of care at GV Health and the wider health services. The Nurse Practitioner demonstrates leadership to build, inspire, advocate, evaluate and develop adaptive models of care. They facilitate the development of a nursing workforce that enhances the health and wellbeing of our community. This incorporates timely access and equity to quality, cost effective health care for all.

The Nurse Practitioner can achieve the Leadership clinical domain of practice by:

- Demonstrating clinical leadership, mentoring, support and the development of others by acting as a resource to colleagues.
- Facilitating and contributing to interdisciplinary health care team meetings and clinical education sessions to facilitate consumer care goals.
- Engaging in opportunities of research, journal club and conference participation.
- Participating in committees and professional groups and disseminate relevant information to other health care professionals.
- Actively engaging and promoting the role with relevant regional, state and national agencies.
- Undertaking credentialing and review of scope of practice and work within these
- Improving performance by seeking feedback, setting goals and participating in annual performance reviews.

KEY SELECTION CRITERIA

Formal Qualification(s) and Registration(s) Requirements:

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse with endorsement as a Nurse Practitioner.

Essential:

- Minimum of five years' experience in renal based nursing across a variety of practice settings, with a scope of practice to encompass renal management.
- Demonstrate an ability to deliver quality patient centred care.
- Demonstrated experience, skills, and knowledge to achieve the clinical domains of practice of clinical consultation, supporting systems, education, leadership, and research.
- Demonstrated commitment to developing and improving personal education skills appropriate to the position.
- Excellent interpersonal, written and verbal communication skills including problem-solving and report writing abilities and a high degree of computer literacy.
- Demonstrated experience with coordinating, motivating and leading performance within defined resources across a complex and diverse organisational structure.

Desirable:

- Graduate Diploma or Graduate Certificate in renal related field.
- Experience coordinating and delivery of education for individuals receiving Renal Replacement Therapies which may include, HHD, renal self-management education, and access creation options.

- Clinical education and training experience focused on HD, PD, AKI, and management of individuals living with CKD in a hospital setting.
 - Involvement in management of patients ongoing care needs and monitoring of renal replacement therapy, specifically PD, renal transplant workup requirements and individuals experiencing an AKI in collaboration with Nephrologist(s).
 - Experience in peri-operative patient management during access creation for haemodialysis/peritoneal dialysis.
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KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful achievement of

- AHPRA Registration is maintained and works within scope of practice.
 - Credentialed to work within individual scope of practice as approved by GV Health Credentialing Committee.
 - Demonstrated evidence in the yearly Nurse Practitioner reporting template that accompanies the Annual Performance Review and verifies how the clinical domains of practice have been met within the role.
 - Employee Professional Development Reviews are completed on time, training and core competency requirements are met as per the GV Health Education Framework.
 - 100% compliance with core competencies and training requirements as outlined in the GV Health education framework.
 - Demonstrates (at least 3) contribution or development of: guidelines, standard work practices, policy and procedure, data collection, formal research, practice change, presentations and publications.
 - Demonstrates evidence of education. Furthers own knowledge and shares this knowledge with staff and clients, either in a formal or informal manner, which may include increased public awareness and acting as a mentor or clinical supervisor to staff.
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ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;

- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children’s Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Clinical Operations	Nurse Practitioner - Renal
Reviewed by:	NUM - Haemodialysis
Issue Date:	May 2026

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The **Goulburn Valley Health Strategic Plan 2024-2026** provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)