

## POSITION DESCRIPTION

<b>Position Title:</b>	Renal Nurse Practitioner - Dialysis
<b>Business Unit/Department:</b>	Renal Services
<b>Division:</b>	Western Health at Home
<b>Award/Agreement:</b>	Nurses & Midwives (Vic Public Sector) (Single Interest Employers) Enterprise Agreement 2016 - 2020
<b>Classification:</b>	NP (NO1, NO2)
<b>Reports To:</b>	Directly: Renal Operations Manager Professionally: Director Nursing and Midwifery Western Health at Home Service: Head of Unit Renal Services
<b>Direct Reports:</b>	None
<b>Date Prepared/Updated:</b>	7 July 2025

### Position Purpose

Using advanced clinical nursing skills, the Renal Nurse Practitioner - Dialysis will provide comprehensive holistic evidence-based care to Western Health patients with renal disease. This shall encompass all aspects of the renal service with a strong focus on the management of patients undergoing acute and chronic haemodialysis or peritoneal dialysis.

The Dialysis Nurse Practitioner (NP) will work in strong collaboration the with patients and carers, the Renal Medical Practitioners, the Chronic Kidney Disease Nurse Practitioner, the Transplant Nurse Practitioner, Clinical Nurse Consultants, unit based Nursing and Allied Health teams to ensure care is contemporaneous with national and international best practice.

The role will involve assessment, diagnosis, prescribing of treatment and regular review; with the expectation of providing a more frequent, timely, convenient and local service provision. The Dialysis NP with their expert clinical knowledge and extended scope of practice will provide substantial assistance and improvement to the patient treatment and the patients' journey in our health care setting.

The Dialysis NPs' focus of care is the routine management of dialysis patients, titration of medications, patient and carer education regarding treatment medications and the prevention and management of complications. The Dialysis NP will promote quality of life and assist patients and carers in the decision-making requirements to achieve the best quality of life for the patient including end of life planning.

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Business Unit Overview
<p>The Division of Western Health at Home provides a comprehensive range of inpatient, clinic based and home-based services. Our multidisciplinary workforce of over 1,000 employees includes medical, nursing, pharmacy, allied health and administration staff. Western Health at Home services provide care from all Western Health campuses and within patient's homes, including residential aged care, supported accommodation and the custodial setting. The division is rapidly expanding to meet the needs of the community through the delivery of innovative, integrated and patient centred care.</p> <p>Western Health at Home services support patients across the continuum of care with a primary objective to support patients to live more healthy days at home. Our breadth of services, clinics and units work collaboratively to reduce avoidable hospital presentations and support early and sustainable hospital discharges. Through multidisciplinary service delivery, integration with primary care, research and clinical trials our division supports the detection, management and secondary prevention of chronic disease.</p> <p>The divisions medical specialties include Renal, Endocrinology and Diabetes, Geriatric Medicine and the General Practice (GP) Integration Unit. Western Health at Home provides a range of acute and subacute services that deliver hospital level care within the comfort of a patient's home. These services include Hospital in the Home, Rehab at Home, GEM at Home, Community Based Transition Care Program and Dialysis at Home, which deliver healthcare that would otherwise be provided within an inpatient setting.</p> <p>Western Health at Home's breadth of community-based care and specialty assessment clinics provide comprehensive care to support the management of chronic disease. The division has chronic dialysis units located at all Western Health main campuses and acute units at Sunshine and Footscray Hospital. Western Health at Home manages a primary healthcare service within Dame Phyllis Frost Centre, a maximum-security women's prison located in Melbourne's West.</p>
Key Responsibilities
<ul style="list-style-type: none"> <li>• Collaborate with all multi-disciplinary teams in the dialysis units to identify patients' needs and implement timely interventions</li> <li>• Apply highly skilled and evidence based consultation and liaison, supporting hospital staff, patients and their significant others Conduct comprehensive clinical assessments of renal patients</li> <li>• Review and adjust medications to optimise patient quality of life</li> <li>• Undertake medical de-clotting of venous catheters</li> <li>• Set dialysis parameters, target weights</li> <li>• Initiate discussion with patient, make referrals and provide support for end of life decision making</li> <li>• Conduct comprehensive patient assessments inclusive of disease process and psychosocial factors affecting a patients treatment</li> <li>• Conduct Motivational Interviewing and Brief Interventions with patients admitted into hospital</li> <li>• Maintain up to date progress notes, case files and data entry in a confidential and timely manner</li> <li>• Continuously assess the support needs of renal staff and work with appropriate stakeholders to develop the knowledge and skills and capacity of staff to identify and manage patients with substance abuse concerns</li> <li>• Conduct and participate in internal training and education sessions for hospital staff on renal disease therapies management and treatment</li> <li>• Provide clinical excellence in the area of specialty and act as an advocate, mentor, clinical teacher, resource and support person</li> <li>• Regular meeting attendance and facilitation of relevant renal clinical meetings and service educational meetings</li> <li>• Monitoring of Key Performance Indicators and Audits</li> <li>• Actively participate in quality improvement processes through the initiation, planning, implementation and evaluation of programs</li> <li>• Maintain registration and NP endorsement through education activities, mentored clinical practice, supervision, assessment and feedback.</li> <li>• Advocate for the provision of Best Care for patients of Western Health with renal disease</li> </ul>

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<p>In addition to the key responsibilities specific to your role, you are required to deliver on the <a href="#">Key Organisational Accountabilities</a> which are aligned with the Western Health strategic aims.</p>
<p><b>Key Working Relationships</b></p> <p><b>Internal:</b></p> <ul style="list-style-type: none"> <li>• Directorate leadership team Head of Unit, Divisional Director, Renal Services Operations manager.</li> <li>• All Renal Services staff.</li> <li>• All Hospital clinical and non-clinical staff</li> <li>• Emergency Department Staff</li> <li>• Patients of Western Health and their Families</li> </ul> <p><b>External:</b></p> <ul style="list-style-type: none"> <li>• General practitioners</li> <li>• Local Pharmacies</li> <li>• Other Health care services</li> </ul>
<p><b>Selection Criteria</b></p> <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Hold a Master of Nursing relevant to the Renal Disease Management clinical specialist area.</li> <li>• Show evidence of endorsement by the Nursing and Midwifery Board of Australia.</li> <li>• Eligible for registration as a Registered Nurse Division 1 in Victoria and hold a current practicing certificate</li> <li>• At least 5 years demonstrated experience at an advanced level of clinical nursing practice in Renal Disease Management deemed relevant to the NP category for which endorsement has been granted</li> <li>• Post Graduate Certificate or Diploma relevant to the area of Renal Disease Management</li> <li>• Endorsement as a Nurse Practitioner</li> <li>• Registration with Australian Health Practitioners Regulation Authority (AHPRA)</li> <li>• Maintenance of endorsement and registration through education activities, mentored clinical practice, supervision, assessment and feedback.</li> <li>• Develop a clinical portfolio that demonstrates safety, efficiency and effectiveness in practice; including a Credentialing Log, Clinical Performance Reviews and Case Histories.</li> <li>• Demonstrated advanced clinical knowledge</li> <li>• Demonstrated commitment to providing high quality care and ensuring patient safety</li> <li>• Demonstrated high-level communication, liaison, interpersonal and negotiation skills</li> <li>• Demonstrated commitment to continuing professional development</li> <li>• Demonstrated professional and clinical leadership, supervision, team contribution, mentoring, coaching and problem solving skills</li> <li>• Demonstrated competence in exercising levels of judgement, discretion and decision making in the clinical area above that expected of the nurse specialist or clinical nurse consultant</li> <li>• Current Driver's license</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Proven commitment to the development of learning, teaching and research oriented work environment within a collaborative, multidisciplinary environment</li> <li>• Evidence of commitment to quality improvement</li> <li>• Evidence of participation in the collection of data and report writing</li> <li>• Demonstrated ability in the operation of various computer software packages and a willingness to learn the databases that are an integral part of patient management</li> </ul>

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- Demonstrated commitment to providing high quality care and ensuring patient safety
- An up to date knowledge of issues, trends and government policies in the delivery of Renal Disease Management
- Note that appointment is subject to a satisfactory police records check prior to commencing unless the applicant is already a staff member who is currently employed in a direct care job with Western Health.

### Additional Requirements

All employees are required to:

- Obtain a police / criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, Work Health and Safety Act 2011, the Work Health and Safety Regulations 2011 (and 2012), the Victorian Occupational Health and Safety Act 2004, Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

### General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: [Click here to enter the Employee's name.](#)

Employee's Signature: \_\_\_\_\_

Date: [Click here to enter a date.](#)

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