

Who We are

Peninsula Home Hospice (PHH) is a not-for-profit, accredited specialist community palliative care service providing compassionate, person-centred care and practical support to people living with a life-limiting illness, and to their families and carers for over 40 years.

Our multidisciplinary team delivers high-quality palliative care in the place people call home, supporting quality of life, dignity and choice throughout their illness journey.

PHH provides services across the Mornington Peninsula Shire, the City of Frankston and the City of Kingston, working collaboratively with hospitals, general practitioners, residential aged care providers and other health and community services to ensure coordinated, holistic care.

Our Purpose

To optimise the quality of life for those in our care and honour their hope for comfort, choice dignity and peace.

Core Values

Our team are committed to demonstrating our values in all they do:

Integrity – We build trust every day
Collaboration – We do more by working together
Respect – We embrace our diversity
Innovation – We nurture curiosity
Empowerment – We grow everyone's ability to choose

Position Specification

Title:	Nurse Practitioner
Reports to:	General Manager, Clinical Services
Direct Reports:	N/A
Department:	Clinical Services
Award:	Nurses Award 2020
Employment terms:	As per employment contract

Role Purpose

Endorsed by the Nursing and Midwifery Board of Australia, Nurse Practitioners provide high quality, patient centred care, with capabilities in clinical research, education and leadership.

Our Nurse Practitioner (NP) – Palliative Care provides advanced and evidence-based clinical care to people with life-limiting illness and their families/carers across our community.

The role is responsible for the assessment, diagnosis, treatment and management of complex symptoms associated with progressive and terminal illness, with a focus on enhancing quality of life, supporting informed decision-making, preventing avoidable hospital presentations, and enabling people to receive care in their preferred place.

The Nurse Practitioner works collaboratively within a multidisciplinary team and exercises a high level of clinical leadership, professional autonomy, education, consultation, research and service development.

Key Responsibilities

Advanced Clinical Practice

- Provide advanced, comprehensive assessment, diagnosis and management of people with life-limiting illnesses and complex palliative care needs.
- Practise autonomously within the endorsed Nurse Practitioner scope of practice and relevant legislative and professional frameworks.
- Order, interpret and evaluate diagnostic investigations to inform clinical decision-making.
- Prescribe medications and therapeutic interventions in accordance with legislative requirements and organisational policies.
- Develop, implement, monitor and review individualised, person-centred care plans that reflect the goals, values and preferences of patients and their families/carers.
- Provide expert assessment and management of complex physical, psychosocial, spiritual and emotional symptoms.
- Deliver care across community, residential aged care and telehealth settings, including home visits where required.
- Facilitate advance care planning, goals-of-care discussions and shared decision-making with patients, families and carers.
- Support patients and families through end-of-life care planning, care transitions and bereavement preparation.
- Respond promptly to urgent or deteriorating clinical situations, providing timely interventions that optimise patient outcomes and, where appropriate, reduce avoidable hospital presentations and admissions.

Clinical Leadership

- Provide advanced clinical leadership and expert consultation to nursing, medical, allied health and community care professionals.
- Act as a senior clinical resource for complex palliative care presentations and ethical decision-making.
- Promote evidence-based practice, clinical excellence and innovation across the organisation.
- Contribute to the development, implementation and review of clinical policies, procedures, protocols and models of care.
- Participate in clinical governance activities, including quality improvement, clinical audit, risk management and incident review.
- Support service planning and initiatives that strengthen the delivery of specialist community palliative care.
- Champion a culture of continuous learning, reflective practice and clinical excellence.

Education and Workforce Development

- Mentor, coach and support nurses, allied health professionals and other clinicians to build capability in palliative care.
- Plan and deliver education programs for internal staff, healthcare providers and community stakeholders.
- Support workforce development, succession planning and the advancement of nursing practice.
- Promote contemporary, evidence-based palliative care principles across the organisation and broader healthcare sector.

Collaboration and Partnerships

- Work collaboratively with General Practitioners, Specialist Palliative Care Physicians, nursing teams, residential aged care providers, hospitals, allied health professionals, pharmacists and community support services to deliver coordinated, person-centred care.
- Establish and maintain effective professional relationships that support integrated service delivery and continuity of care.
- Participate in multidisciplinary team meetings, case conferences and family meetings to facilitate collaborative care planning and clinical decision-making.
- Advocate for patients and families to ensure care is aligned with their goals, preferences and clinical needs.

Research, Quality Improvement and Innovation

- Contribute to research activities, service evaluations and initiatives that strengthen palliative care practice.
- Identify opportunities to improve clinical outcomes, patient experience and service delivery.
- Participate in data collection, clinical audit and outcome measurement to support quality improvement and accreditation requirements.
- Support the implementation of contemporary evidence, clinical guidelines and best practice standards.
- Contribute to innovation and continuous improvement initiatives that enhance the quality, safety and sustainability of the service.

Key Selection Criteria**Qualifications and Registration**

- Current registration with AHPRA as a Nurse Practitioner
- Endorsement as a Nurse Practitioner through the Nursing and Midwifery Board of Australia (NMBA)
- Master's degree and post-graduate qualifications in palliative care
- Current Victorian driver's licence, police check and working with children check

Experience

- Extensive postgraduate clinical experience in palliative care nursing, including the assessment and management of people with complex, life-limiting illnesses.
- Demonstrated experience managing complex symptoms and providing holistic, person-centred palliative care across a range of care settings.
- Proven experience working collaboratively within multidisciplinary teams to deliver coordinated, integrated care.
- Demonstrated ability to practise autonomously, exercising advanced clinical judgement, decision-making and problem-solving within scope of practice.
- Experience providing community-based palliative care, including care in clients' homes and residential aged care settings.
- Experience facilitating advance care planning, goals-of-care discussions and end-of-life decision-making with patients and families.
- Experience contributing to clinical leadership, quality improvement initiatives and service development.

Knowledge and Skills

- Advanced knowledge of palliative care principles, evidence-based practice and contemporary models of care.
- Highly developed clinical assessment, diagnostic reasoning and complex symptom management skills.
- Advanced communication and interpersonal skills, with the ability to build therapeutic relationships with clients, families and healthcare professionals.
- Demonstrated ability to facilitate sensitive and complex conversations regarding prognosis, advance care planning, goals of care and end-of-life preferences.
- Comprehensive knowledge of relevant legislation, professional standards, prescribing requirements and ethical principles relating to Nurse Practitioner practice.
- Strong leadership, mentoring and clinical education skills, with the ability to support capability development within multidisciplinary teams.
- Excellent organisational, documentation and clinical record management skills, including proficiency with electronic medical record systems.
- Demonstrated commitment to clinical governance, quality improvement, patient safety and evidence-informed practice.
- High level of critical thinking, professional accountability and sound clinical judgement in complex and evolving clinical situations.
- Ability to prioritise workload, manage competing demands and work effectively both independently and collaboratively.

Capabilities

- Compassion and person-centred care.
- Clinical excellence and sound judgement.
- Leadership and influence.
- Collaboration and teamwork.
- Adaptability and resilience.
- Cultural safety and responsiveness.
- Commitment to dignity, respect and patient choice.
- Ability to work effectively in a dynamic community environment.

Key Performance Indicators

- Delivery of safe, high-quality, evidence-based palliative care.
- Timely assessment and management of referrals.
- Positive patient, family and stakeholder feedback.
- Reduction in avoidable hospital admissions and presentations where appropriate.
- Contribution to education and workforce capability.
- Compliance with professional, legislative and organisational standards.
- Active participation in quality improvement and clinical governance activities

All Staff Are Expected To:

- Demonstrate understanding of, and comply with, all Peninsula Home Hospice (PHH) policies and procedures, including those relating to clinical governance, quality management and organisational standards.
- Actively participate in PHH quality improvement activities and accreditation processes, including the Australian Commission on Safety and Quality in Health Care Standards (ACSQHC) and the National Safety and Quality Primary and Community Healthcare Standards (NSQPCHS).
- Maintain a professional appearance in accordance with PHH policy and reflect the organisation's values in all interactions.
- Comply with all relevant Work Health and Safety (WHS) legislation, policies and procedures, and take reasonable care for the health and safety of themselves and others in the workplace.
- Report hazards, incidents and risks in a timely manner in accordance with organisational reporting requirements.
- Undertake mandatory training and professional development requirements as required
- Work collaboratively and respectfully with colleagues, clients, families, carers and external stakeholders.
- Undertake other reasonable duties, projects or responsibilities as directed consistent with the employee's skills and competence.