

Nursing and Midwifery Arrangements

1. INTRODUCTION

This document sets out the arrangements with respect to nursing and midwifery consultation and educational services as provided between Lifehouse and the Sydney Local Health District (SLHD) as SLHD Services pursuant to the Service Delivery Agreement (SDA) between SLHD and Lifehouse Australia (Lifehouse) dated on or about October 2013.

2. SCOPE OF THIS DOCUMENT

The scope of this document is as follows:

- (a) The provision of consultation, to patients and service users of Lifehouse by SLHD senior nurses and midwives;
- (b) The provision of consultation to patients and service users of SLHD by Lifehouse senior nurses;
- (c) The allocation of 1st year Transition to Practice Registered Nurses, employed by SLHD, to Lifehouse ; and
- (d) The provision of Transition Nurse Coordinators, employed by SLHD, to support Transition to Practice Registered Nurses allocated to Lifehouse.
- (e) Training and Education Support (excluding programs through Centre for Education and Workforce Development)

3. NURSES AND MIDWIVES

3.1 Senior Nurse and Midwife Consultative Service.

Senior Nurses and Midwives appointed to either facility may be required to provide Consultative services to the other facility.

For the purposes of these consultative services, a joint credentialing committee with representation from Royal Prince Alfred Hospital, Sydney Local Health District and Lifehouse will credential senior nurses required to provide a service to both facilities.

SLHD and Lifehouse will recognise, for the purposes of allowing Consultation of their patients by Senior Nurses that have been credentialed by the joint committee.

3.2 Transition To Practice Registered Nurses

The allocation of 1st year Registered Nurses will be via the Royal Prince Alfred Hospital (RPAH) Transition to Practice program and recruitment will be part of the annual State wide recruitment process. This allocation will be reviewed annually.

Lifehouse will provide suitable educational support within their clinical areas that are consistent with the Transition to Practice program objectives in operation at RPAH.

Lifehouse will ensure that Transition to Practice Registered Nurses who are allocated to the Lifehouse Facility will be provided access to participate in program activities and education opportunities that may be occurring at RPAH.

Allocations to Lifehouse as part of the RPAH Registered Nurse Transition to Practice program will be of a six month duration to each clinical area. This is to maintain consistency with the established program.

The number of Transition to Practice Registered Nurses permitted to undertake a placement within the Lifehouse Facility will be based on the level of vacancies, at that time, and the level of educational support within the particular service location and is consistent with allocation model of the existing service at RPAH.

Lifehouse will inform RPAH of its required allocation levels at the beginning of each calendar year to inform the Transition to Practice recruitment phase undertaken by the NSW Ministry of Health. They will need to be credentialed by Lifehouse.

3.3 Transition Nurse Coordinators

The RPAH Co-ordinator will provide this service to Lifehouse.

4. SCOPE OF CLINICAL PRACTICE FOR SENIOR NURSE AND MIDWIFERY POSITIONS.

In establishing Senior Nursing and Midwifery positions and the appointing of an individual to those positions both parties will ensure;

- that an individual is educated, authorised and competent to perform in that role.
- decisions regarding the scope of practice of an individual are established through the use of decision-making tools and the competency standards developed by the Australian Nursing and Midwifery Council or other agreed standards.

5. TRAINING AND EDUCATION SUPPORT

5.1 Reciprocal Training and Education Support

SLHD and Lifehouse agree to provide access to each other in-house education and training programs and expertise for staff of either facility where those training

programs are relevant to education and training needs of the individual and staff members. This training does not include programs through CEWD for which there is a schedule of fees.

5.2 Transition to Practice Program

Transition to Practice program coordination at the RPAH Campus is undertaken by employees of the Centre for Education and Workforce Development CEWD.

Lifehouse will use every reasonable endeavour to provide senior nursing services to support Transition to Practice Registered Nurses in accordance with the standards specified in this document. The co-ordinator at the RPAH campus will support Lifehouse with this program.

6. LIFEHOUSE UNDERTAKINGS

6.1 Suitably Qualified Personnel

Lifehouse agrees that the persons directly in its employ and those of its Agents are suitably qualified, as deemed by the Nursing and Midwifery Board of Australia, to their designated clinical skill level in order to provide a standard of care consistent with their scope of practice and are competent to carry out the services in accordance with these conditions.

6.2 Staff Identification

Lifehouse must ensure that employees of Lifehouse will wear an approved uniform, where indicated for the clinical role, and carry personal identification at all times. The presentation of the uniforms shall be as determined by Lifehouse and the general demeanour of the Lifehouse employees shall not conflict with the expectations of the patient, SLHD and the general public.

6.3 Professional Conduct

Lifehouse in its dealings with SLHD shall ensure that its Senior Nurses and Transitional Nurse employees and contracted Agents strictly comply with all ethical codes, standards and policies issued by the NSW Ministry of Health and associated professional bodies.

7. SLHD UNDERTAKINGS

7.1 Suitably Qualified Personnel

SLHD must ensure that SLHD nurses and midwives who are credentialed to work in Lifehouse are suitably qualified to their designated clinical skill level in order to provide a standard of care consistent with their scope of practice and as designated in the Public Health System Nurses' and Midwives' (State) Award and their level of Registration with the Nurses and Midwives Board of Australia.

7.2 Staff Identification

Employees of SLHD who perform work in Lifehouse will wear an approved uniform, where indicated for the clinical role, and carry personal identification at all times. The presentation of the uniforms shall be as determined by SLHD and the general demeanour of the SLHD employees shall not conflict with the expectations of the patient, Lifehouse and the general public.

7.3 Professional Conduct

SLHD shall ensure that in its dealings with Lifehouse its employees strictly comply with all ethical codes and standards issued by SLHD, the NSW Ministry Health and associated professional bodies.

DEFINITIONS

In this document the following definitions apply:

“Senior Nursing/Midwifery Staff” - includes but is not exclusive to: Nurse Practitioner, Clinical Nurse/Midwife Consultant, Clinical Nurse/Midwife Specialist (Grade 2) and experienced Registered Nurses/Midwives in Specialty Areas. In line with the Public Health System Nurses’ and Midwives’ (State) Award and other NSW Health policy documents nurses and midwives employed within the services and facilities of SLHD have been appointed to their position against the criteria of registration requirements, length of service including specialty specific requirements and post graduate education.

“Consultation” – refers to but is not exclusive to disease review, patient education, treatment initiation, treatment continuance, treatment review, chronic disease management and approved research activities.

“Transitional Nurse/Midwife Practitioner (TNP)” – A Registered Nurse/Midwife engaged in an advanced practice role whilst working towards qualifications to obtain Nurse/Midwife Practitioner endorsement by the Nursing and Midwifery Board of Australia.

“Transition to Practice Registered Nurse” – A Registered Nurse who is undertaking a supportive program of employment for their first year of post graduation practice.

“Transition Nurse Coordinator” – An experienced Registered Nurse/Midwife employed in either a Clinical Nurse/Midwife Educator or Nurse/Midwife Educator position with specific responsibility for development of Transition to Practice programs and supporting 1st year qualified Registered Nurses in clinical practice.