

Health Service Establishment Protocol – Scope of Practice

Corporate Policy

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Owner: Wayne Hewetson

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1 Scope of Practice

Processes for setting the scope of practice for each health professional practising at the health service establishment;

2 Reference

The Hader Clinic Geelong is guided by:

2.1 Medical practice is guided by Medical Board – Ahpra

2.2 Nursing & Midwifery Board – Ahpra document "Registered Nurse Standard of Practice"

3 The Hader Clinic Recruitment

Receives and considers applications from registered practitioners seeking appointment to provide clinical care

3.1 Determines and reviews the scope of clinical practice of each applicant

3.2 Reviews the credentials, competence and eligibility of appointment of each registered practitioner

3.3 Completes a rigorous credentialing check that includes:

3.3.1 Qualification, Registration, Police checks and WWC Checks

3.4 Proof of public liability cover where appropriate

4 Medical

Good medical practice (the code) describes what is expected of all doctors registered to practise medicine in Australia.¹ It sets out the principles that characterise good medical practice and makes explicit the standards of ethical and professional conduct expected of doctors by their professional peers and the community

4.1 Scope of practice is the professional role and services that an individual health practitioner is trained, qualified and competent to perform. A medical practitioner's scope of practice may include clinical and non-clinical practice

5 Medical – Professional Performance Framework

The Professional Performance Framework will support doctors to take responsibility for their own performance and encourage the profession collectively to raise professional standards and build a positive, respectful culture in medicine that benefits patients and doctors.

6 Medical Accreditation

The appointed registered medical practitioner:

6.1 Receives clear terms of appointment

6.2 Fulfills practice rights, as agreed with the proprietor

6.3 Is responsible for disclosing personal, legal or professional impediments to fulfilling the requirements of the role or that could affect patient safety

6.4 Notifies immediately, all health services where they are providing services of any conditions

imposed on their practice by the Australian Health Practitioner Regulation Agency (AHPRA)

- 6.5 Maintains professional standard requirements relevant to their area of practice, supported by accreditation and/or endorsement of relevant academic body
- 6.6 Is aware of the requirements and capabilities of the health service establishment and aware that these requirements and capabilities may change over time

7 Medical Review

Review of scope of clinical practice and variation of practice rights

- 7.1 The proprietor may at any time undertake a review of an appointed registered medical practitioner's scope of clinical practice and practice rights.

8 Nurse Practitioner

A Nurse Practitioner (NP) is a Registered Nurse with the experience, expertise and authority to diagnose and treat people of all ages with a variety of acute or chronic health conditions. NPs have completed additional university study at Master's degree level and are the most senior and independent clinical nurses in our health care system.

- 8.1 A Nurse Practitioners beginning scope of practice is expected to evolve and expand with time, education and experience
- 8.2 Nurse Practitioners work as key members of the healthcare team and collaborate with other nurses and healthcare professionals including GPs, medical and surgical specialists, physiotherapists, dieticians, occupational therapists, social workers, and many others
- 8.3 The Nurse Practitioner scope of practice enables legal request and review of the most appropriate diagnostic tests, initiation of referrals to and from relevant healthcare providers, prescription of necessary medications and collaboration with nurse and other healthcare professionals to ensure the provision of holistic care.

9 The Hader Clinic employs a Nurse Practitioner under the following guidelines

- 9.1 Psychiatry with addiction
- 9.2 Metabolic conditions related to psychiatric treatment with addiction
- 9.3 Ages 18 years +
- 9.4 Other practice as guided by Gp, psychiatrist

10 Nursing

The scope of nursing and midwifery practice is that which nurses and midwives are educated, competent and authorised to perform. The actual scope of an individual nurse's or midwife's practice is influenced by the:

- 10.1 Context in which they practice
- 10.2 Clients' health needs
- 10.3 Level of competence, education and qualifications of the individual nurse or midwife

10.4 Service providers' policies.

10.5 **Expectation of Practice**

Nurses' and midwives' spheres of practice may include:

10.5.1 Giving direct care, including assessing, planning,

10.5.2 Implementing and evaluating care

10.5.3 Coordinating care and supervising others

10.5.4 Leading, managing

10.5.5 Teaching, education, health promotion and counselling

10.5.6 Undertaking research

10.5.7 Developing health, nursing and midwifery policy

10.6 **Key practice standards for RNs, ENs and midwives**

Nurses and midwives must practise in accordance with standards established through legislation and common law the relevant professional standards including:

10.6.1 The national code of ethics which identifies the fundamental moral commitments and values that nurses and midwives can be expected to hold

10.6.2 The national code of professional conduct which states the minimum standards for professional conduct

10.7 The Australian Nursing and Midwifery Council (ANMC) national core competency standards which outline the scope of practice of a nurse or midwife who is beginning practice.

11 **Position Descriptions**

Scope of practice for GP, NP & Nurses will initially be defined in the position description provided at recruitment

11.1 Position descriptions will be reviewed annually to ensure accuracy and compliance with regulation

11.2 New staff will sign position descriptions to ensure they understand their Scope of Practice

12 **Annual Performance Review**

As part of the annual performance review scope of practice will be discussed and confirmed

[Registered Nurse Standards of Practice](#)

[Medical Board - Ahpra](#)

[Australian College of Nurse Practitioners](#)