

Position Description

Position Title	Nurse Practitioner - Sexual and Reproductive Health
Position Number	30100295
Division	Clinical Operations
Department	Women's Health Clinics
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Nurse Practitioner
Classification Code	NO1 – NO2
Reports to	Nurse Unit Manager Women's Health Clinic
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

The Nurse Practitioner (NP) or Endorsed Midwife (EM) in Sexual and Reproductive health is an autonomous clinical leader responsible for providing expert, timely, and sensitive care to women and their families experiencing early pregnancy complications or requesting abortion. The clinician independently conducts comprehensive advanced assessments, including ordering and interpreting diagnostic tests and autonomously diagnoses and manages patient care, including prescribing medications and developing individualised care pathways. This role also involves leading and coordinating daily clinic operations, driving service improvement initiatives and the NP/EM will act as an expert clinical resource for staff. Furthermore, the NP/EM ensures cohesive, person-centred care through strong interdisciplinary collaboration and provides vital psychosocial support and referral for mental health concerns related to pregnancy loss and termination of pregnancy

Responsibilities and Accountabilities

Key Responsibilities

- Provide timely, sensitive, and evidence-based care to clients and their families experiencing early pregnancy complications, including miscarriage, ectopic pregnancy, and pregnancy of unknown location
- Demonstrate advanced clinical knowledge and diagnostic skills in undertaking comprehensive assessments, which include ordering, performing (where credentialed), and independently interpreting diagnostic tests
- Autonomously diagnose and manage early pregnancy complications within the NP/EM scope of practice and established guidelines
- Prescribing and administering medications
- Ordering and interpreting further advanced imaging
- Initiating and overseeing expectant, medical, and pre-operative management pathways for pregnancy loss
- Construct and implement holistic, person-centred care plans for women experiencing pregnancy loss, including prescribing follow-up care, referrals, and necessary medical certificates
- Monitor patient progress, recognise and independently escalate clinical deterioration or complications to the medical team, adjusting care and management strategies immediately
- Provide comprehensive counselling and informed consent for women seeking termination of pregnancy ensuring non-judgmental, evidence-based information is provided
- Independently assess and confirm eligibility for termination of pregnancy
- Prescribe and medications for medical abortion to vulnerable populations in accordance with state legislation, hospital protocols, and the NP/EM endorsement.
- Manage post-abortion follow-up
- Provide comprehensive contraceptive counselling and initiate, prescribe, or administer a range of contraceptive methods
- Screen for and manage sexually transmitted infections (STIs), including ordering, interpreting tests, and prescribing appropriate treatment for common infections
- Lead and coordinate daily clinic operations in EPAS/Choices under the professional direction of the NUM, acting as the clinical leader and decision-maker for complex patient flow and management issues

- Work in collaboration with the NUM of Women's Health and the Medical Head of Unit to identify, report, and manage Key Performance Indicators (KPIs) and drive strategic service improvement within EPAS/Choices
- Act as an expert clinical resource person and consultant to nursing, medical, and midwifery staff across the facility regarding early pregnancy assessment, SRH protocols, and complex care pathways.
- Develop, implement, and rigorously evaluate evidence-based practice guidelines, protocols, and clinical practice standards specific to EPAS and abortion, ensuring they align with national best practice and legislative requirements
- Develop and implement systems to manage patient flow effectively and efficiently, ensuring timely and appropriate access to care for high-acuity patients and those requiring urgent service
- Demonstrate commitment to specific portfolios/participation in committees or working groups as delegated by the Nurse Unit Manager
- Provide Psychosocial Support and Interdisciplinary Collaboration
- Assess and manage mental health concerns in patients and their families, providing immediate empathetic, sensitive care and initiating appropriate mental health referrals to internal and external services, particularly following pregnancy loss or termination.
- Work collaboratively with key-stakeholders to ensure cohesive, person-centred care pathways and seamless transitions of care
- Complete comprehensive referrals for ongoing specialist care, including surgical management, bereavement support, reproductive endocrinology services, and specialist abortion services
- Participate in quality improvement initiatives, clinical research, and apply learnings to maintain and advance the clinical practice and reputation of the EPAS & Choices services

Key Selection Criteria

Essential

1. Current AHPRA registration as a Nurse Practitioner or Endorsed Midwife with demonstrated high-level expertise and clinical autonomy in the comprehensive assessment, independent diagnosis, prescription, and management of complex early pregnancy complications
2. Proven advanced clinical skills in ordering, performing and independently interpreting diagnostic tests
3. Exceptional ability to provide timely, sensitive, and person-centred care to clients and families experiencing pregnancy loss, including the ability to competently assess, manage, and refer for acute mental health and grief concerns.
4. Demonstrated commitment to advanced clinical education, including continuing professional development and education of colleagues
5. Demonstrated experience in developing, implementing, and rigorously evaluating evidence-based clinical guidelines and protocols

Desirable

6. Ability to perform point-of-care ultrasounds, or willing to work towards

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.