



# Clinical Staff Recruitment and Scope of Practice

The terms and conditions of employment for employed medical practitioners are covered by the [Medical Practitioners Award](#).

For medical practitioners engaged as contractors this Award does not apply and the term and conditions will be outlined in the service agreement between the practice and the contracted doctor.

Issues relating to Medical Practitioners' engagement an employee or a contractor must be addressed to the Practice Principals and Practice Manager.

## GP Qualifications

Our GPs are appropriately trained and qualified and are either vocationally registered or have Fellowship of the RACGP (FRACGP). Documents evidencing the qualifications of medical practitioners are kept by the Practice Manager in PracticeHub.

Doctors must provide evidence of current medical registration and medical indemnity insurance upon commencement of engagement and thereafter annually as required.

New doctors undergo a comprehensive induction program.

**Note:** The new clinicians after hours contact details are provided to pathology and diagnostic imaging services to enable contact with the clinician when high risk results are identified outside of normal opening hours. These providers also have the Practice Principals contact details should they be unable to contact the clinician who ordered the test.

When ordering tests considered urgent and high-risk clinicians at the practice provide their contact details in the comment section of the request.

## Clinical Staff Qualifications

Our clinical staff include nurses, allied health professionals or other staff members who provide clinical care. Clinical staff requiring professional registration must provide evidence of current registration upon commencement of engagement and thereafter annually as required.

Our nurses (registered and enrolled) are appropriately trained and qualified and work within their scope of practice.

The definition from Registered Nurse Standards of Practice: "Scope of practice is that in which nurses are educated, competent to perform and permitted by law. The actual scope of practice is influenced by the context in which the nurse practises, the health needs of people, the level of competence and confidence of the nurse and the policy requirements of the service provider."

According to the APNA Nurses Scope of Practice, there are two parts to understanding scope of practice – there is scope of professional practice and scope of the individuals practice.

## 1-Professional Practice

The scope of the professional practice is set by legislation — professional standards such as competency standards, codes of ethics, conduct and practice and public need, demand and expectation. It may therefore be broader than that of any individual within the profession. To practice within the full scope of practice of the profession may require individuals to update or increase their knowledge, skills or competence.

## 2-Individual Practice

The scope of practice of an individual Nurse also includes that which the individual is:

- a) Educated
- b) Authorised and
- c) Competent and confident to perform.

The practice ensures that Position Descriptions accurately reflect the agreed scope of practice of the clinical staff.

All clinical staff undergo a comprehensive induction program.

All non-medical staff involved in clinical care are appropriately trained for their role, including training in the use of clinical equipment required for their role (e.g. electrocardiograph, spirometer, steriliser). Training may be gained through participation in external courses and / or 'on the job' training at the practice.

Relevant documents are kept by the Practice Manager in PracticeHub.

## Resource/References

[Australian Health Practitioner Regulation Agency](#)

[Registered Nurse Standards of Practice](#)

[RACGP Standards for general practice 5th edition, Standard GP3.1](#)

[Good medical practice: a code of conduct for doctors in Australia](#)

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