

**Position Title:** Clinical Nurse Educator – Paediatrics

**Campus:** Ballarat

**Directorate:** Nursing and Midwifery

**Department:** Nursing Education

**Reporting to:** Workforce Development Lead

**Direct Reports:** Nil

## Appointment Terms/Conditions:

**Classification and Code:** QRED3 - Educator (Major) RN 35

**Enterprise Agreement:** Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement

## ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Ballarat Health Services, Edenhope and District Memorial Hospital, Stawell Regional Health, and Wimmera Health Care Group as one united health service. More information can be found at [www.grampianshealth.org.au](http://www.grampianshealth.org.au)

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

## **POSITION PURPOSE**

The purpose of the Clinical Nurse Educator is to facilitate the development of clinical practice in a dedicated educational program to achieve delivery of high-quality, person-centered care with best outcomes that align with Grampians Health's vision, values and strategic & operational plans.

In collaboration with the relevant Lead, the role requires the ability to coordinate, deliver and evaluate a designated educational program, provide direct clinical supervision and clinical learning opportunities to support the learner's assimilation of theory to clinical practice based on the principles of the Best Practice Clinical Learning Environment (BPCLE) Framework and internal and external curriculum requirements.

## **KEY ACCOUNTABILITIES**

- Plan, recruit and coordinate students for the relevant nursing & midwifery education program i.e., funded project, post-graduate.
- Monitor and assess students' clinical progress, competence and preparedness for advanced practice and qualification in the chosen speciality.
- Ensure all activities are linked to National Safety and Quality Health Services Standards (NSQHS) and align with the Best Practice Clinical Learning Environment (BPCLE) framework.
- Present as a professional role model and clinical leader.
- Support learners to gain appropriate theoretical knowledge and clinical experience across a variety of care settings including working alongside learners in clinical settings, providing timely feedback, facilitating the achievement of learning objectives.
- Continuously work within the strategic plan, mission, and vision of the Grampians Health Nursing & Midwifery Education team, acting as a change agent for innovation, evidence-based practice and quality health care education.
- Participate and represent Grampians Health on relevant committees and projects as required.
- Actively participate in the Nursing & Midwifery Education unit activities which may include mandatory training, continuing education, or professional development programs, including Highway education or SimVan.
- Liaise with external stakeholders i.e., relevant University partners, Dept of Health as required/directed.

## **KEY SELECTION CRITERIA**

### **Qualifications and Experience**

- Must hold current registration with AHPRA as a Registered Nurse
- Have current and substantial (> = 5 years) clinical nursing experience in the specialty areas of paediatrics or special care nursery.
- Hold a postgraduate qualification in the specialty clinical area or be willing to work towards the same
- Must hold or be willing to work towards a tertiary qualification in the field of education
- Demonstrated experience supporting learners and staff in the specialty clinical area
- Attendance at programs or completion of online modules directly relating to clinical supervision and support of learners in the workplace

### **Technical/Professional Knowledge and skills**

- Well-developed understanding of the relevant clinical standards in the specialty area.
- Able to use Best Practice Clinical Learning Environment (BPCLE) framework to drive service delivery and evaluation of programs.
- Well-developed understanding of accreditation and practice standards in the specialty clinical area.

**Managing Work (includes Time Management):** Effectively managing one's time and resources to ensure that work is completed efficiently.

If travel to other campuses of GH is required, this will be self-managed by the staff member to be conducted during work hours. Grampians Health provides a fleet of pool cars and SimVan which can be booked for this purpose, and if required, accommodation will be arranged upon prior approval by the relevant line manager.

**Developing Others:** Planning and supporting the development of individuals skills and abilities so that they can fulfil current or future job/role responsibilities more effectively.

**Formal Presentation:** Presenting ideas effectively to individuals or groups when given time to prepare; delivering presentations suited to the characteristics and needs of the audience.

### Work Environment

- Work within the GH Nursing & Midwifery Education team
- Ability to work between campuses if required.
- Work between clinical areas and hot desk open office environment

### Personal Attributes

- **Adaptability:** Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures.
- **Initiating Action:** Taking prompt action to accomplish objectives; taking action to achieve goals beyond what is required; being proactive.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressure or job ambiguity); handling stress in a manner that is acceptable to others and to the organisation.
- **Leadership Disposition:** Demonstrating traits, inclinations, and dispositions that characterise successful leaders; exhibiting behaviour styles that meet the demands of a leader role.

### Interpersonal Skills

- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Communication:** Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the information of the message.

## ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose, and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for

continuous improvement in your workplace through communication and consultation with managers and colleagues.

- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

## **OTHER RELEVANT INFORMATION**

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.