



HSS Registered

Staff Development Nurse

Nurses and Midwives Agreement: Level 2

Position Number: 00006243

Education and Professional Development / Rehabilitation Unit
Armadale Kalamunda Group / East Metropolitan Health Service

Reporting Relationships

Coordinator Education & Professional Development
HSO Level G8
Position Number 005588

Nurse Educator
RN SRN Level 3
Position Number 111614



This Position



Directly reporting to this position:

| Title | Classification | FTE |
|-------|----------------|-----|
| • Nil | | |



Also reporting to this supervisor:

- Staff Development Nurse RN Level 2
- Staff Development Midwife RM Level 2

Total FTE 5.3

Key Responsibilities

This position is responsible for education and training in relation to clinical practices and as part of the multidisciplinary team. Plans, implements and evaluates orientation, education and training within the Rehabilitation Unit. Participates in corporate education & training. Facilitates and promotes patient safety and quality of care and works collaboratively to ensure service is delivered in accordance with health service policy and standards. The Staff Development Nurse practices within the scope of practice considerate of the Nursing and Midwifery Board's Nursing Practice Decision Flowchart.

Brief Summary of Duties (in order of importance)

1. Professional/Clinical

- 1.1. Responsible for clinically situated education, training and supervision of nurses at Level 1 and 2 and/or Enrolled Nurses/Assistants in Nursing under their supervision.
- 1.2. In consultation with the Staff Development Educator, and NUM/ANUM, plans, implements and evaluates education and training programs to enable staff to achieve and maintain competency in clinical performance, area specific competencies. Participates in the hospital induction program and mandatory training assessments and provides and manages an area specific orientation program for nursing/assistants in nursing staff.
- 1.3. Provides clinical support and supervision to nurses requiring performance support and facilitates completion of performance achievement documents.
- 1.4. Maintains accurate record keeping of education and training activities and provides monthly reports against key performance indicators to the Education & Professional Development Coordinator.
- 1.5. Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.6. Participates in quality improvement and policy review/development within the practice setting.
- 1.7. Complies with and demonstrates a commitment to Regulations, Acts and Policies relevant to nursing including the Code of Ethics for Nurses in Australia, the Code of Conduct for Nurses in Australia, the National Competency Standards for the Registered Nurse and the Poisons Act 1964.
- 1.8. Promotes and participates in team building and decision making.

2. Education/Training/Research

- 2.1. Engages in continuing professional development/education and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia as per essential criterion 1.
- 2.2. Assists with supervision and development of graduate nursing students as directed by senior staff.
- 2.3. Supports nursing staff in their supervision of undergraduate students.
- 2.4. Participates in evidence based clinical research activities where applicable.

3. EMHS Governance, Safety and Quality Requirements

- 3.1. Participates in the maintenance of a safe work environment.
- 3.2. Participates in an annual performance development review.
- 3.3. Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 3.4. Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5. Performs duties in accordance with Government, WA Health, East Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 3.6. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

4. Undertakes other duties as directed

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced clinical knowledge and experience in the delivery of nursing care within the Rehabilitation Unit.
3. Demonstrated ability to plan, facilitate and deliver clinically situated education as well as plan, conduct and evaluate education and training programs/presentations in a clinical setting incorporating adult learning principles.
4. Demonstrated high level interpersonal and negotiation skills.

Desirable Selection Criteria

1. Postgraduate qualification or evidence of significant progression towards one.
2. Knowledge of current clinical governance systems.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

| | | | |
|---|--------------|-----------------|-------------|
| Manager / Supervisor Name | Signature or | HE Number | Date |
| Dept. / Division Head Name | Signature or | HE Number | Date |
| As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document. | | | |
| Occupant Name | Signature or | HE Number | Date |
| Effective Date | | | |
| HSS Registration Details (to be completed by HSS) | | | |
| Created on | | Last Updated on | August 2018 |