



Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

Staff Development Nurse

Position details

Position Number:	00009637
Classification:	RN Level 2
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations - Service Unit 1 - Community Health
Department:	Community Health
Location:	WASON Building East Perth

Reporting relationships

This position reports to:

No. 00011577	Position name: Clinical Nurse Specialist	Level SRN 3
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Positions under direct supervision:

Nil

Key Responsibility

The Staff Development Nurse provides appropriate clinical support and delivers training and education for community nurses in order to support a designated clinical area. Provides support to new staff during orientation to the clinical role and perform assessments in the workplace to enable staff to achieve and maintain competency in clinical skills.



About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of three service streams:

- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children's Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children's Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State's universities.

Our vision

Healthy kids, healthy communities

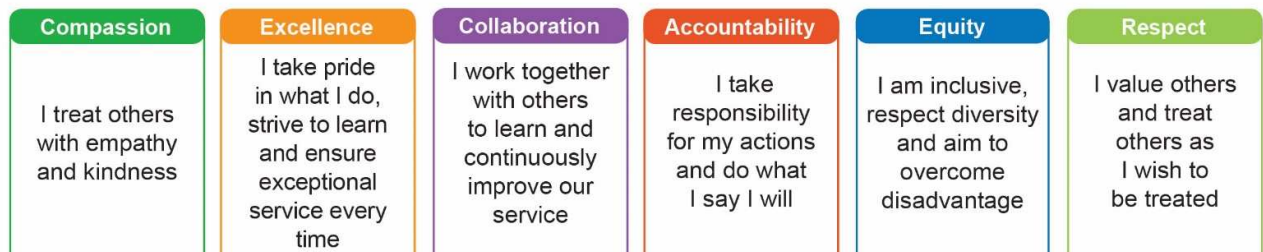
Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives



Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:



Summary of accountabilities

Practices in accordance with the Australian Nursing & Midwifery Council Professional Practice Framework, in particular the ANMC National Competency Standards for the Registered Nurse.

- Works with the Clinical Nurse Specialist (CNS) in the implementation of ongoing clinical education to meet identified needs and in response to requests from Area Co-ordinators and Clinical Nurse Managers- Community Health to support identified learning needs of the clinical workforce.
- Undertakes training sessions of core clinical skills within nursing orientation program and performs assessments in the workplace to enable staff to achieve and maintain competency in clinical skills.
- Communicates effectively with all members of the health team.
- Maintains appropriate and accurate records to document clinical development plans, education and training activities and team planning. Identify emerging trends to inform clinical nursing education needs and provide reports as required.
- Participates in clinical development as requested by Clinical Nurse Manager-Community Health for nursing staff with identified need by providing assistance and support to achieve and maintain competency in clinical skills.
- Promotes and participates in team building and decision making.
- Participates in and promotes safety and quality improvement activities and policy review and development within the practice setting.
- Participates in departmental and regional meetings as required to meet organisational and service objectives.
- Performs duties in accordance with CAHS- Community Health policies and procedures.

Specific Duties/Scope of Practice Relevant to Specialty Professional/Clinical

- 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.
- Engages in continuing professional development/education and participates in evidence based clinical research activities where applicable

2. CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the CAHS Vision and CAHS Values of Compassion, Collaboration, Accountability, Respect, Excellence and Equity.

- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Occupational Safety and Health Act (WA) 1984*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.
- Undertakes other duties as required.

Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

Essential selection criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated clinical knowledge and experience in the delivery of evidenced based nursing care within area of speciality and ability to act as a clinical resource in the development of others.
3. Demonstrated knowledge and application of adult learning principles in relation to the facilitation and effectiveness of education and training for groups or individuals.
4. Demonstrated effective interpersonal, negotiation and conflict resolution skills with an ability to liaise effectively with clients, individuals and other team members
5. Demonstrated effective written and verbal communication and Information Technology skills.
6. Evidence of participation in and commitment to: continuous quality improvement principles; nursing research and evidence based practice; and professional development of self and others.
7. Current driver's licence.

Desirable selection criteria

1. Post registration qualification in Community Health Nursing.
2. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Appointment to this position is subject to the following:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Evidence of current and valid driver's licence.
- Provision of the minimum identity proofing requirements in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.

Certification

Created on

Last Reviewed

HSS Registered

Insert date

Insert date

19/11/2019

I verify that the details in this document are an accurate reflection of the requirements of the position.

Manager / Supervisor

Signature or HE Number

Date

As an Occupant of this position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name

Signature or HE Number

Date