



North Metropolitan Health Service
Job Description Form

HSS Registered December 2016

Staff Development Nurse
Nurses and Midwives Agreement: RNM Level 2
Position Number: 003780
Operating Theatres/ Surgical Division
Sir Charles Gairdner Hospital / North Metropolitan Health Service

Reporting Relationships

Deputy Nurse Co Director
RNM SRN Level 9
Position Number: 007338



Nurse Manager
RNM SRN Level 3
Position Number: 003450



This Position



← Also reporting to this position:

- Clinical Nurse
- Registered Nurse
- Enrolled Nurse
- Orthopaedic Technicians

Directly reporting to this position:			Other positions under control:
Title	Classification	FTE	

Prime Function / Key Responsibilities

Under the direction of the relevant Senior Registered Nurse(s) practises as a Staff Development Nurse in keeping with the Australian Nursing and Midwifery Board Registration Standards and Nursing Practice Decision Making Flowchart. Provides advanced, comprehensive and evidence-based nursing care to patients as part of a multidisciplinary team. Upholds and functions within the core values of the organisation of Accountability, Compassion, and Continuous Learning & Teamwork. Acts as a role model, providing leadership, support, team building and change management through respect, recognition and collaboration.

Brief Summary of Duties

1. Leadership

- Conducts training needs analysis (TNA) to determine the learning needs of staff in the area.
- Plans, prepares and manages training and development activities based on TNA for new and established staff.
- Acts as a clinical resource for registered and enrolled nurses in the management of patient care.
- Engages and supports management in anticipating and facilitating effective change management.

2. Empowerment

- Subscribes to own personal and professional development through ongoing education.
- Demonstrates own professional responsibility in achieving the required hours of continuous professional development to meet eligibility standards for registration with the Nursing and Midwifery Board of Australia.
- Coordinates and facilitates learning opportunities/ in-service programs to enable nurses to attain and sustain competency in clinical performance.
- Evaluates learning outcomes of the training and development programs.
- Monitors clinical and professional development of staff, addresses deficits and monitors progress.
- Facilitates assignment of suitable preceptors to new staff and liaises with preceptors to evaluate the progress of new staff.
- Undertakes the clinical supervision, training and development of new and undergraduate nurses.

3. Professional Practice

- Undertakes HBLS and Manual Handling Assessor training to support the hospital's core competency programme.
- Uses healthcare resources effectively and efficiently to promote optimal nursing and health care.
- Seeks internal and external learning opportunities to ensure own knowledge and skills are maintained.
- Collaborates with other Staff Development Nurses within the division to facilitate combined learning.

4. Innovation

- Supports and participates in local department quality improvement, risk management and best practice activities.
- Supports and participates in nursing and healthcare research to promote evidence-based practice.
- Participates in the continuous quality process to monitor, evaluate and improve patient safety and satisfaction with care.
- Demonstrates an active role in quality improvement initiatives, audits, evaluations and promotes implementation of action response.
- Utilises nursing research findings in education programs.
- Utilises communication skills to maintain training and development records and produces effective documentation for learners and others.

5. Governance, Safety and Quality Requirements

- Participates in the maintenance of a safe work environment.
- Participates in an annual performance development review.
- 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.
- Completes mandatory training (including safety and quality training) as relevant to role.
- Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

6. Undertakes other duties as directed

Created on: 27 October 2016

Last updated on: 15 December 2016

Registered by HSS: HE02480

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. Recent experience in the specialty related to the position.
3. Demonstrates ability to deliver and facilitate learning opportunities / programs.
4. Demonstrates effective communication and interpersonal skills and ability to work within a collegiate team environment.
5. Demonstrated ability to provide leadership consistent with the organisational values and behaviours.
6. Demonstrates effective communication and interpersonal skills, including mentoring and coaching.
7. Demonstrated ability to adapt to changes in the workplace (including clinical situations).
8. Demonstrates an active role in quality improvement & risk management activities.
9. Demonstrates knowledge of legislative requirements for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Possess or be working towards a certificate or post-graduate qualifications relevant to the position.

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

Kymerley Rogers
HE45997
Date: 15 December 2016

Dept./Division Head

Peter McEwen
HE46160
Date: 15 December 2016

Position Occupant

Name:
Signature/HE:
Date:

Organisational Environment

Our Vision	Exceptional care from dedicated people
Our Motto	We put patients first
Our Values	Accountability, Compassion, Continuous Learning & Teamwork

Conduct and Behaviour

The WA Health Code of Conduct (**Code**) identifies our CORE values, fundamental in all of our work, and translates these values into principles that guide our conduct in the workplace. It defines the standards of ethical and professional conduct and outlines the behaviours expected of all WA Health staff.

The intent of the Code is to promote a positive workplace culture by providing a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that may arise in the workplace.

WA Health CORE values are underpinned by the Western Australian Public Sector Code of Ethics which refers to the principles of personal integrity, relationships with others and accountability. WA Health CORE values are; Collaboration, Openness, Respect and Empowerment.

Professional Practice Model for Nursing

The SCGH Professional Practice Model for Nursing is a conceptual framework that supports nurses in their practice. The model defines the practice of nursing at SCGH, and the actions, interactions and partnerships necessary to achieve high quality patient care. Our model emphasises the importance of nursing leadership, best practice, innovation and professional growth, to achieving safe, quality outcomes for patients, staff and the community.

