



HSS REGISTERED

Staff Development Nurse
Nurses and Midwives Agreement; Level 2
Position Number: 106419
The Education Centre / Organisational Learning and Development (OLD)
Royal Perth Hospital / East Metropolitan Health Service

Reporting Relationships

↑
 Nursing Director
 RN SRN Level 9
 Position Number: 105290

↑
 Coordinator of Nursing - Education
 RN SRN Level 7
 Position Number: 603198

↑
 Senior Registered Nurse – Education
 RN SRN Level 3 or 4

↑
This Position

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 Directly reporting to this position:

| Title | Classification |
|--------------|-----------------------|
| • Nursing | |

← Also reporting to this supervisor:

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Key Responsibilities
 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 at the ward or unit level. 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 their scope of practice considerate of the Nursing and Midwifery Board’s Nursing Practice Decision Flowchart.

Brief Summary of Duties (in order of importance)

1. Specific Duties / Scope of Practice Relevant to the Specialty

- 1.1. Monitors and facilitates best practice education and training and adjusts teaching/learning strategies according to the clinical training needs within area of specialty.
- 1.2. Accountable for maintaining and reviewing own and unit standards of nursing practice.
- 1.3. Facilitates implementation and maintenance of the unit's coaching/mentorship program.

2. Professional / Clinical

- 2.1. Plans, implements and evaluates education and training programs to enable staff to achieve and maintain the required standard of clinical performance, area specific competencies and hospital mandatory competencies.
- 2.2. Participates in the hospital induction program and provides and manages an area specific orientation program for nursing/Assistants in Nursing.
- 2.3. Collaborates with senior nursing staff to identify training/development needs and to develop and implement quality improvement programs.
- 2.4. Provides clinical support and supervision to nurses requiring performance assistance and facilitates completion of performance achievement documents.
- 2.5. Maintains accurate record keeping of education and training activities and provides documentation for reports and performance development.
- 2.6. Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.7. Participates in quality improvement and policy review/development within the practice setting.
- 2.8. 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.
- 2.9. Promotes and participates in team building and decision making.
- 2.10. Responsible for clinically situated education, training and supervision of nurses and / or Enrolled Nurses/ Assistants in Nursing under their supervision.

3. Education / Training / Research

- 3.1. 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.
- 3.2. Assists with supervision and development of undergraduate and postgraduate nursing students as directed by senior staff.
- 3.3. Participates in evidence based clinical research activities where applicable.

4. EMHS Governance, Safety and Quality Requirements

- 4.1. Participates in the maintenance of a safe work environment.
- 4.2. Participates in an annual performance development review.
- 4.3. 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.
- 4.4. Completes mandatory training (including safety and quality training) as relevant to role.
- 4.5. Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 4.6. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

5. 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/midwifery care within the practice setting/area of specialty.
3. Demonstrated ability to 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. Demonstrated computer literacy.
2. Knowledge of current clinical governance systems.
3. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.
4. Possession of or progress towards completion of postgraduate qualification in area of specialty.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration with 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.
- 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.

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Manager / Supervisor Name

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Signature or

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HE Number

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Date

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Dept. / Divisi

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Signature or

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HE Number

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Date

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

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Occupant Name

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Signature or

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HE Number

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Date

.....
Effective Date

HSS Registration Details (to be completed by HSS)

Created on September 2018

Last Updated on JANUARY 2019