



HSS REGISTERED

Staff Development Nurse

Nurses and Midwives Agreement: Level 2

Position Numbers 109277

The Education Centre / Safety and Organisational learning and Development
Bentley Health Service / East Metropolitan Health Service

Reporting Relationships

Nurse Director - Education
RN SRN Level 9
Position Number: 105290



Nurse Educator - MH
RN SRN Level 3
Position Number: 109363



This Position



Directly reporting to this position:

Title	Classification	FTE
• Nil		



Also reporting to this supervisor:

-

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 educational programs 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 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.2 Actively participates in the Peak Performance program.
- 4.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 4.4 Adheres to the performance framework for procurement and contract management and oversees this process and function in accordance with EMHS Policy and the Authorisation Schedule.
- 4.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 4.6 Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

5. Undertakes other duties as directed.

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

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 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.
5. Current knowledge of legislative obligations for equal opportunity, disability services and occupational safety and health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Possession of, or progress towards completion of postgraduate qualification in area of specialty.
2. Knowledge of current clinical governance systems.

Appointment Prerequisites

Appointment is subject to:

- 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.
- 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.

Heather Kidd		He10297	6/11/17
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	December 2019
------------	-----------------	---------------