



**HSS Registered**

# Nurse Educator

**Nurses and Midwives Agreement: SRN Level 3**

**Position Number: 106464**

**The Education Centre / Safety Organisational Learning and Development (SOLD)**

**Royal Perth Bentley Group / East Metropolitan Health Service (EMHS)**

## Reporting Relationships

Nurse Director - Education  
SRN Level 9  
Position Number: 105290



Coordinator of Nursing  
SRN Level 7  
Position Number: 603198



**This Position**



Directly reporting to this position:

Title	Classification



Also reporting to this supervisor:

- Staff Development Nurse; SRN Level 4
- Staff Development Nurse; SRN Level 3

## Key Responsibilities:

The Nurse Educator Research demonstrates leadership through the identification of training and development needs, implementation and evaluation of research education/professional development programs to meet the needs of nursing/midwifery and related services.

The Nurse Educator Research designs, conducts and disseminates research and quality improvement activities for all customers within the hospital and health service and contributes to the maintenance and improvement of clinical standards and quality of patient care through the development of appropriate educational programs and resources, development of standards of practice

## EMHS Vision and Values

### Our Vision

*Healthy people, amazing care.  
Koorda moort, moorditj kwabadak.*

**Healthy people** refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

**Amazing care** reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

### Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.



Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement, adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

## Brief Summary of Duties (in order of importance)

### 1. Professional/Clinical

- 1.1 Initiates and develops research proposals and related applications for grant funding
- 1.2 Undertakes data analysis using appropriate statistical or qualitative analysis techniques
- 1.3 Develops, delivers and evaluates educational programs to suit the training needs of staff groups within the health service based on best practice with customer input.
- 1.4 Demonstrates excellence in interpersonal and leadership skills to ensure the effective delivery of nursing research, educational and training programs
- 1.5 Provides leadership and consultancy in the design of research and training programs and/or resources, including research methodology, evidence translation and effective teaching/learning strategies
- 1.6 Liaises and negotiates with education and training coordinators and senior officers at other EMHS sites and other health agencies to ensure the establishment, coordination and articulation of appropriate programs that reflect National and International standards.
- 1.7 Initiates and coordinates research focused professional development programs including the recruitment and selection of staff undertaking these programs
- 1.8 Directs and manages financial, human and material resources relating to nursing research activity in collaboration with Coordinator of Nursing and Nursing Director, Learning and Development.
- 1.9 Analyses research findings to determine clinical and management trends and ensures the implementation of national and international best practice in the delivery of appropriate educational and training programs and/or resources to promote excellence in patient care.
- 1.10 Contributes to the development of standards and policies for the area of specialty using an evidence-based approach,
- 1.11 Establishes and evaluates Key Performance Indicators (KPIs) for education and training programs in alignment with National standards.
- 1.12 Ensures own professional development through the pursuit of further education and demonstrates knowledge of current nursing, education and health industry issues.

### 2. EMHS Governance, Safety and Quality Requirements

- 2.1 Participates in the maintenance of a safe work environment.
- 2.2 Actively participates in the Peak Performance program.
- 2.3 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.
- 2.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 2.5 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

### 3. 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 well developed interpersonal and communication (written/oral) skills.
3. Demonstrated significant knowledge, experience and leadership in area of nursing specialty.
4. Demonstrated knowledge of research principles to support evidence-based practice.
5. Demonstrated knowledge of human resource principles in nursing.
6. Demonstrated knowledge and application of quality improvement initiatives.
7. 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 significant achievement toward a post graduate research qualification relevant discipline
2. Working knowledge of statistical packages and other relevant software

### 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
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_____ Dept. / Division Head Name	_____ Signature or	_____ HE Number	_____ Date
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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	_____ January 2021
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