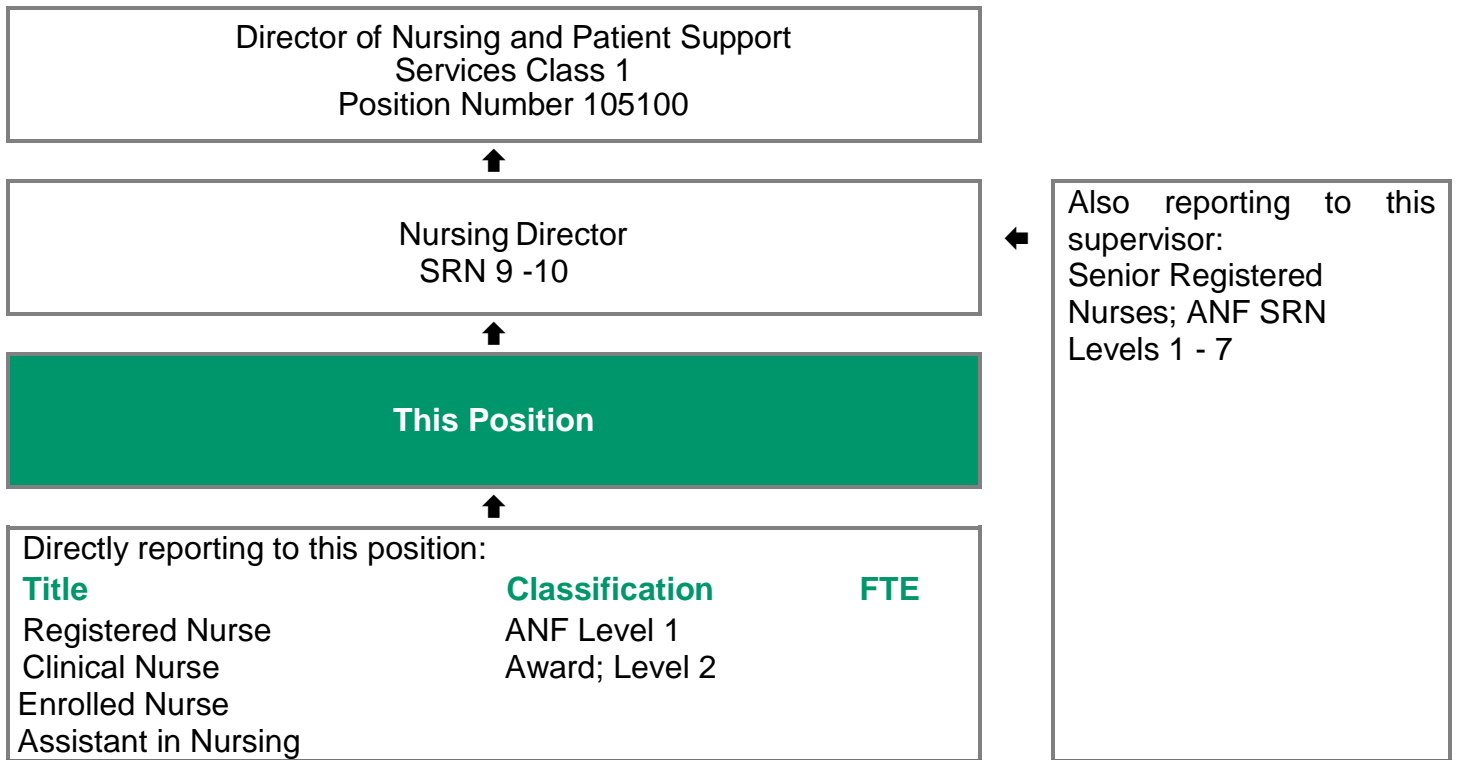




Staff Development Educator
Nurses and Midwives Agreement: SRN Level 3
Position Number: 105372
The Education Centre
Royal Perth Hospital/ East Metropolitan Health Service

Reporting Relationships



Key Responsibilities

The Staff Development Educator (SDE) demonstrates leadership and role modelling through the development, facilitation, implementation and evaluation of educational, professional development programs/resources and strategies for nursing and related services. The SDE 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, research and quality improvement activities for all customers within the Hospital and Health Service

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.

Brief Summary of Duties (in order of importance)

- Design, implements and evaluates relevant curricula/teaching programs/resources based on best practice.
- Demonstrates excellence in interpersonal and leadership skills to ensure the effective delivery of educational and training programs and/or resources, motivating and supporting staff on a continuous basis particularly during time of change and conflict.
- Provides educational leadership and consultancy in the design of educational and training programs and/or resources, and the utilisation of effective teaching/learning strategies.
- Liaises and negotiates with education and training coordinators and senior officers at other hospital sites, other health agencies and tertiary educational facilities to ensure the establishment, coordination and articulation of appropriate programs.
- Develops and delivers educational programs to suit the needs of other customer groups within the Hospital and Health Service.
- Initiates and coordinates professional development programs including the recruitment and selection of staff undertaking these programs and where appropriate the allocation of clinical rotations/placements.
- Implements and maintains performance management systems which support the ongoing development of staff.
- Monitors the progress of course participants through a process of theoretical and clinical assessments.
- Coordinates and implements quality improvement activities.
- 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.
- Develops standards and policies for the areas of speciality using an evidence based approach, and implements programs and monitors compliance to ensure alignment with industry acknowledged standards and legislative requirements.
- Develops policies and implements programs and monitors compliance to align with relevant industry acknowledged standards and legislative requirements.
- Provides a public relations function for the area including where relevant investigation and management of ministerials, enquiries and consumer complaints.

EMHS Duties

- Responsible for ensuring, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- Performs duties in accordance with the relevant Occupational Safety and Health and Equal Opportunity Legislation and WA Health Code of Conduct.
- Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program Specific Policies and Procedures.
- Participates in a continuous process to monitor, evaluate and develop services and performance.
- 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 significant knowledge, experience and leadership in area of speciality.
3. Demonstrated knowledge and application of human resource principles in nursing.
4. Demonstrated knowledge and application of quality improvement initiatives.
5. Demonstrated knowledge of research principles to support evidence based practice.
6. Demonstrated well developed interpersonal and communication (written/oral) skills.
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 qualification in area of speciality.
2. Demonstrated computer literacy.

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
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
------------	-----------------