



**HSS REGISTERED**

**Staff Development Nurse**  
**Nurses and Midwives Agreement: RN Level 2**  
**Position Number: 001016**  
**Operating Theatre & Post Anaesthetic Care**  
**Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service**

**Reporting Relationships**

Nurse Director - Education  
 RN SRN Level 9  
 Position Number: 113464



Nurse Educator – General Surgical  
 RN SRN Level 3  
 Position Number: 001013



**This Position**



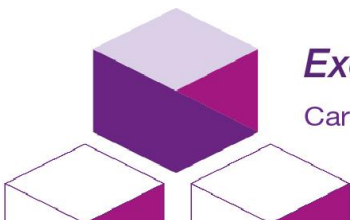
Directly reporting to this position

Title	Classification	FTE

← 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.



*Excellent health care, every time*

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

## SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



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

### **1. Specific Duties / Scope of Practice Relevant to Speciality**

- 1.1 Responsible for clinically situated education, training and supervision of nurses at Level 1 and 2 and/or Enrolled Nurses/Assistants in Nursing under their supervision.
- 1.2 In consultation with the Nurse Educator and Nurse Unit manager, plans implements and evaluates education and training programs to enable staff to achieve and maintain competence in clinical performance, area specific competencies.
- 1.3 Participates in hospital induction and mandatory training assessments.
- 1.4 Provides and manages an area specific orientation program for nursing/assistant in nursing staff.

### **2. Professional / Clinical**

- 2.1 Collaborates with senior nursing staff to identify training/development needs and to develop and implement performance improvement programs.
- 2.2 Provides clinical support and supervision to nurses requiring performance assistance and facilitates completion of performance achievement documents.
- 2.3 Maintains accurate record keeping of education and training activities and provides documentation for reports and performance development.
- 2.4 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.5 Participates in quality improvement and policy review/development within the practice setting. 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.
- 2.6 Promotes and participates in team building and decision making.

### **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 Graduate Nurses as directed by senior staff.
- 3.3 Participates in evidence based clinical research activities where applicable.

### **4. SMHS Governance, Safety and Quality Requirements**

- 4.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 4.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 4.4 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.
- 4.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 4.6 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable

#### **SMHS Job Description Form**

legislative obligations under the Public Sector Management Act, the Health Services Act, Occupational Safety and Health Act, the Disability Services Act and the Equal Opportunity Act.

**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 role and the SMHS 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/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. Postgraduate qualification or evidence of significant progression towards one.
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
- Provision of the minimum identity proofing requirements.
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- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.