



KIMBERLEY

Landscape Photos: Tourism Western Australia

Position Title

Position number: 200499

Staff Development Nurse

Regional Profile

WACHS Kimberley is the most northern health region of WACHS. The Kimberley region has approximately 200 Aboriginal communities, over 34 different Aboriginal language groups and 45 percent of the population are Aboriginal and/or Torres Strait Islander people. WACHS Kimberley consists of six hospitals, an inpatient mental health unit, three Community Directorates and a Corporate Office. WACHS Kimberley provides hospital, community health, public health, remote area health, community aged care, and mental health services across the region through a dedicated team of medical, nursing, Aboriginal health, allied health and support staff.

About the WA Country Health Service

Our Strategic Priorities



Our Values

Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity

We bring honesty, collaboration and professionalism to everything that we do.

Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate overview

Broome Regional Health Campus is the Regional Hospital for the Kimberley, comprising of an Emergency Department which includes 7 centrally monitored bays, 3 consulting rooms and 1 quick care room, Outpatient Department provides 7 consulting rooms for salaried and visiting Medical Specialists, Operating Theatre with a 6 bed Same Day Surgical Unit, 25 acute bed Medical Surgical Ward, 8 bed Paediatric unit, including 3 cots in Level 2 Nursery, 8 bed Maternity unit, offering a Midwifery Group Practice service. Medical Support includes Pharmacy, Medical Imaging to provide Xray's, CT Scans and Sonography, with Allied Health services providing Physiotherapy, Speech Pathology and Occupational Therapy.

Broome Regional Health Campus is supported by other directorates such as Kimberley Mental Health Drug Service, Kimberley Population Health Unit and Kimberley Aged Care Services.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	200499	Registration Date:	29 September 2022
Classification:	RN Level 2	Location:	Broome
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Nursing		

Position Overview

Contributes to the attainment of Broome Regional Health Campus goals by ensuring opportunities for the development and assurance of clinical competence of nursing staff of the General Medical Ward through the delivery of high-quality staff development programs and support of nursing staff and students. Contributes to clinical and professional updates, identify educational needs, and prepare, conduct and facilitate training to meet identified areas.

Reporting Relationships

Responsible to:

Clinical Nurse Manager – General Medical – 200160



This position:

Staff Development Nurse – 200499



Positions under direct supervision:

Nil



Other positions reporting to this position:

Aboriginal Liaison Officer – 200158

Assistant in Nursing – 200166

Registered Nurse – 200484

Registered Nurse – Graduate – 200485

Enrolled Nurse – 200486

Clinical Nurse – 200487



Key Duties/Responsibilities

1. EDUCATION

- 1.1. Consults with and acts as a clinical resource person for clinical staff and students.
- 1.2. Consults with the Regional Nurse Educator (RNE) and works with regional staff development nurses to avoid duplication of educational programs.
- 1.3. Facilitates supports and contributes to the development of programs and clinical competencies for nursing staff based on mandatory education requirements, the Nursing and Midwifery Practice Framework and department/unit needs.
- 1.4. Plans organises and coordinates in-service programs and continuing education programs for nursing staff utilising a multi-disciplinary approach.
- 1.5. Recognises and utilises the principles of adult learning in the design, delivery and evaluation of education programs.
- 1.6. Responsible for the evaluation and update of clinical orientation programs for nursing staff and students.
- 1.7. In consultation with the RNE coordinates nursing/midwifery student placements for the department as allocated and supports preceptors.
- 1.8. Monitors student's progress and liaises with relevant education providers or nominated person to identify and resolve performance concerns.
- 1.9. Demonstrated knowledge and application of the National Safety and Quality Standards to the education requirements and support of clinical competencies.

2. MANAGEMENT

- 2.1. Facilitates rotation of Graduate Nurses/Midwives, including orientation and professional development specific to the unit.
- 2.2. Undertakes quality improvement activities and projects relevant to the department and organisation's needs.
- 2.3. Assists in the review and development of practice standards, policies and procedures as required.
- 2.4. Participates in inter/unit department meetings, committees and working parties as appropriate to staff development needs.
- 2.5. Attends regional staff development meetings.

3. INFORMATION MANAGEMENT

- 3.1. Demonstrated knowledge of the WACHS LMS and assists the Clinical Nurse Manager (CNM) with the development of department/unit reports to support staff compliance with mandatory education requirements.
- 3.2. Maintains a database to include:
 - Graduate and Student placements.
 - Professional Development needs of staff.
- 3.3. Encourages staff to maintain their professional development portfolio.
- 3.4. Maintains a calendar of educational events for all staff to access and contributes to the development of the regional education calendar of events.
- 3.5. Contributes to staff newsletter providing staff development information.

4. OTHER

- 4.1. Attends to own mandatory training and professional development requirements.
- 4.2. Other duties as required.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

- 1 Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
- 2 Demonstrated advanced clinical skills and competencies related to General Medical Nursing.
- 3 Demonstrated well-developed communication and interpersonal skills.
- 4 Demonstrated advanced skills in planning, coordination and decision-making.
- 5 Ability to work with minimal supervision and in a team environment and use high levels of initiative to achieve required outcomes.
- 6 Sound computer software skills.
- 7 Demonstrated Experience with continuous quality improvement, application of nursing research and the implementation of evidence based practice.

Desirable

- 1 Tertiary qualification relevant to learning and development or Certificate IV in Workplace Training and Assessment.
- 2 Demonstrated ability to deliver education sessions using a variety of strategies.
- 3 Current knowledge and commitment to Equal Opportunity, Disability Services and Occupational Safety and Health in all aspects of employment and service delivery.

Appointment Allowances and Pre-requisites

Where applicable – District Allowance, Annual Leave Travel Concession, one-week additional annual leave for above the 26th parallel, air-conditioning subsidy

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
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Successful Working With Children Check

WA Country Health Service – KIMBERLEY

29 September 2022

REGISTERED

