



## Nurse Educator – Postgraduate Education

### Position details

Position Number:	00006529
Classification:	SRN Level 4
Agreement:	Nurses and Midwives Agreement
Directorate:	Operations – Service Unit 6 - Neonatology
Department:	Neonatology
Location:	King Edward Memorial Hospital and Perth Children's Hospital

### Reporting relationships

This position reports to:

00013569	Coordinator of Nursing	SRN 7
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Positions under direct supervision:

Clinical Facilitation Nurse	RN Level 2	1.0 FTE
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### Key Responsibility

This position is a specialist role responsible for the development, facilitation, delivery and evaluation of an evidence based post-graduate neonatal nursing education program in collaboration with a university education provider. Responsible for providing educational leadership & consultancy for the design of neonatal education and training programs across hospital services and external sites and initiating research and quality improvement activities.

## About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

### CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children’s Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children’s Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State’s universities.

## Our vision

### Healthy kids, healthy communities

Our vision of ‘healthy kids, healthy communities’ sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

## Our objectives

 <p>Care for children, young people and families</p>	 <p>Provide high-value healthcare</p>	 <p>Collaborate with our key support partners</p>	 <p>Value and respect our people</p>	 <p>Promote teaching, training and research</p>
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## Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:

<p><b>Compassion</b></p> <p>I treat others with empathy and kindness</p>	<p><b>Excellence</b></p> <p>I take pride in what I do, strive to learn and ensure exceptional service every time</p>	<p><b>Collaboration</b></p> <p>I work together with others to learn and continuously improve our service</p>	<p><b>Accountability</b></p> <p>I take responsibility for my actions and do what I say I will</p>	<p><b>Equity</b></p> <p>I am inclusive, respect diversity and aim to overcome disadvantage</p>	<p><b>Respect</b></p> <p>I value others and treat others as I wish to be treated</p>
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## Summary of accountabilities

- Aligns operational activities to the organisation's objectives. Responds in a positive and flexible manner to change and uncertainty.
- Provides educational leadership and consultancy to health care professionals and providers in the design of neonatal educational and training programs/resources and utilisation of effective teaching strategies both within and external to the hospital/health service, including attendance at appropriate meetings and membership of appropriate committees.
- Coordinates, designs, implements and evaluates effective theoretical and clinical components of post graduate neonatal education and training programs in collaboration with the tertiary education sector, relevant clinical services and health professionals internal and external to the health service, maintaining an awareness of best practice and identifying opportunities for continuous improvement.
- Analyses research to determine clinical and educational best practice trends; develops and monitors compliance with standards and policies for the area of specialty, developing innovative methods and techniques for effective practice and change, including the development of evidence-based guidelines and policies that support appropriate educational programs.
- Maintains excellence in interpersonal skills and use of leadership to negotiate appropriate clinical allocations for both the internal and external neonatal education participants according to analysis of clinical learning needs and available resources.
- Builds productive relationships through cooperation and partnerships cultivating mutually beneficial educational relationships between industry and tertiary education sector.
- Manages human and material resources to ensure quality educational programs are delivered in the most appropriate and cost-effective way. Guides, coaches and develops neonatal education participants through clear performance standards, dealing promptly with unsatisfactory performance.
- Participates in the recruitment, selection and orientation of neonatal nursing students and education staff.
- Contributes to the development and implementation of business plans and strategies.
- Develops professional skills consistent with the Australian Nursing and Midwifery Practice Standards in self and others by participating in, and promoting, staff development and other educational and professional programs.

## 2. CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct; the CAHS Vision and Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Ensures as far as practicable, the provision of a safe and inclusive working environment in consultation with employees under their supervision.



- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Work Health and Safety Act (WA) 2020*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.



## Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

### Essential selection criteria

1. Eligible for Registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Fulfils requirements for Associate teaching position with university education service provider
3. Demonstrated significant knowledge, experience and leadership in education and area of clinical specialty.
4. Demonstrated experience in designing, implementing, managing and evaluating education and training programs in a clinical setting and across the organisation.
5. Demonstrated ability to work independently or within a collegiate team situation, using effective interpersonal, communication and problem-solving skills.
6. Demonstrated people, financial and material management abilities commensurate with the role.
7. Demonstrated knowledge and application of using quality improvement and research principles to support evidence-based curriculum development.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment, service delivery and the ability to incorporate inclusive practices.

### Desirable selection criteria

1. Possession of, or significant progress toward, a post-graduate qualification in education and/or area of specialty
2. Demonstrated computer literacy competence with office productivity applications.

### Appointment to this position is subject to the following:

- 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.
- Provision of the minimum identity proofing requirements in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.



## Certification

Created on	Last Reviewed	Registered
29/05/2017	24/08/2023	24/08/2023

I verify that the details in this document are an accurate reflection of the requirements of the position.

\_\_\_\_\_  
Manager / Supervisor

\_\_\_\_\_  
Signature or HE Number

\_\_\_\_\_  
Date

As an Occupant of this position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

\_\_\_\_\_  
Occupant Name

\_\_\_\_\_  
Signature or HE Number

\_\_\_\_\_  
Date

