



## Staff Development Nurse

### Position details

Position Number:	00017229
Classification:	RNM Level 2
Agreement:	Nurses and Midwives Agreement
Directorate:	CAHS Nursing Services
Department:	Nursing Education
Location:	Perth Children's Hospital, QEII Campus, Nedlands

### Reporting relationships

This position reports to:

00012565                      Nurse Coordinator                      SRN Level 4

Positions under direct supervision:

Nil

### Key Responsibility

In collaboration with Nurse Coordinator, Nursing Education, the Staff Development Nurse is responsible for the ongoing assessment of the knowledge and skills of nursing staff at Perth Children's Hospital; the planning and implementation of specific education and training programs; and the provision of support for nursing staff, including orientation, preceptorship and core training requirements.

## 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



Care for children, young people and families



Provide high-value healthcare



Collaborate with our key support partners



Value and respect our people



Promote teaching, training and research

## 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:

### Compassion

I treat others with empathy and kindness

### Excellence

I take pride in what I do, strive to learn and ensure exceptional service every time

### Collaboration

I work together with others to learn and continuously improve our service

### Accountability

I take responsibility for my actions and do what I say I will

### Equity

I am inclusive, respect diversity and aim to overcome disadvantage

### Respect

I value others and treat others as I wish to be treated

## Summary of accountabilities

### **Practices in accordance with the Nursing and Midwifery Board Professional Codes and Guidelines in particular the Nursing and Midwifery Board Registered Nurse standards for practice**

- Facilitates the development, implementation and evaluation of ongoing comprehensive education and professional development programs to meet identified learning needs of the ward/unit staff.
- Conducts training needs analysis to determine learning needs of staff and plans, prepares, and manages required training and development activities.
- Coordinates and facilitates unit-based orientation and in-service programs to enable nurses to attain and sustain competency in clinical performance
- Evaluates learning outcomes and effectiveness of training and professional development programs.
- Monitors clinical and professional development of staff, addresses deficits and monitors progress.
- In consultation and collaboration with the Clinical Nurse Manager, ensures appropriate assignment of suitable preceptors to new staff and liaises with preceptors to evaluate progress of new staff.
- Actively participates in ongoing staff performance management process including own performance management planning.
- Maintains appropriate training and development records, providing reports and producing effective documentation for learners and others as required.
- Demonstrates competence in the planning and delivery of complex care to patients and their families with the flexibility to provide patient care to meet staffing resource deficits at short notice.
- In promoting evidence based practice, actively contributes to nursing research and participates in the divisional and hospital-wide review and development of Nursing Practice Standards as appropriate to area of practice.
- Actively participates in development and implementation of quality improvement activities with other nursing and health care professionals.
- Demonstrates effective communication skills with all members of the health care team, fostering the development of the multi-disciplinary team and a collaborative approach to service provision.

## 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.
- 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. Demonstrated leadership skills and proven ability to respond to dynamic clinical situations.
3. Demonstrated ability to act as a clinical resource in the development and evaluation of others.
4. Demonstrated ability to identify, develop, implement and evaluate staff and student required education programs in a clinical setting incorporating adult learning principles.
5. Demonstrated ability to work within a collegiate/ team environment using effective communication, problem solving and interpersonal skills at an individual and team level.
6. Evidence of participation in and commitment to continuous quality improvement principles; nursing research and evidence-based practice; and professional development of self and others.
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. Post registration qualification in area of specialty.
2. Relevant experience and/or qualifications in adult education.

### 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
17/11/2021	23/06/2023	23/06/2023

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

