

POSITION DESCRIPTION

Clinical Nurse Educator

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

Echuca Regional Health is a teaching hospital with a strong learning culture committed to supporting the professional development of all our employees and supporting students

Position Details	
Position Title:	Clinical Nurse Educator – Critical Care
Department	High Dependency Unit
Reports to:	Director Education, Training & Research
Positions Reporting to this role:	Clinical Support Nurse
FTE:	0.4
Enterprise Agreement:	Victorian Public Sector Nurses & Midwives EA 2020-2024
Position Classification:	YW4 to YZ7
Position Description last reviewed:	26/08/2024

Selection Criteria
Essential:
Qualifications:
<ul style="list-style-type: none">• Experience and or Post Graduate Certificate in Critical Care, High Dependency or Emergency nursing is preferred• Knowledge of the National Safety & Quality Health Service Standards (NSQHS)• Demonstrate experience in the design and delivery of clinical education and clinical teaching• Experience providing nursing education and clinical teaching• Team focused with leadership attributes of relationship building and collaboration• Satisfactory evidence of: National Police check, Working with Children’s and Vaccination status in line with policy and procedure
Desirable:
Certificate 1V in workplace Training and assessment or above Education qualifications
ALS/ BLS assessor qualifications
Post Graduate qualifications relative to the role. ie Critical Care Nursing, Intensive Care or Emergency

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Key Accountabilities

Design and deliver a comprehensive education program to meet the needs of nurses and nurses completing post graduate qualifications in the HDU, Critical Care space
Work collaboratively with the Medical Nurse Unit Manager to identify education and training needs relevant to the department and employ modern, effective, multidisciplinary (where appropriate) education strategies to deliver and evaluate these needs.
Assist in training and assessment of ERH staff to meet the mandatory and non-mandatory learning requirements of ERH staff in conjunction with the education program facilitated by the Education Department
Participate in the orientation of students, graduates, new employees and less experienced staff, in the high dependency ward
Provide clinical teaching for individuals or groups (including undergraduates, graduate and postgraduate nurses) as required.
Identify, support and role model effective clinical preceptorship and supervision in the Department
Facilitate coaching, mentoring and support for clinical nursing staff where appropriate.
Ensure all reporting requirements relevant to the role are completed in a timely manner.
Assist in the development and revision of eLearning modules and other competencybased learning packages as per areas of expertise
Develop personally and professionally through networking and maintaining up to date knowledge on health issues, practices and technology.
Participate in the development and implementation of policies and procedures relating to clinical management and care of patients
Support the Education Department to meet the needs of the ERH Education Department's Strategic Plan

Organisational Responsibilities





Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:

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<p>Collaboration</p> 	<p>Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals</p>
<p>Accountability</p> 	<p>Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them</p>
<p>Respect</p> 	<p>Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience</p>
<p>Excellence</p> 	<p>Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do</p>

Key Relationships





Internal	External
<p>Clinical Nurse Education Team Leader, Undergraduate Education Lead, Graduate Nursing Program Lead, Post-Graduate Nursing Education Lead, Professional Development Lead, Director of Education, Training and Research, Executive Director Medical Services, Executive Director Nursing, Nurse Unit Managers, Heads of Department, Clinical Nurse Consultants HDU and ED, Clinical staff, other members of the Education team</p>	<p>Undergraduate students, Post Graduate students, Universities, TAFE's and other education providers</p>

Key Selection Criteria

<p>KSC 1 Extensive experience and skill in advanced clinical nursing</p>
<p>KSC 2 Demonstrated ability to develop, implement and evaluate education /training programs using modern, evidence-based education technique</p>
<p>KSC 3 Experience designing education programs to address identified areas of clinical risk</p>
<p>KSC4 Demonstrated experience supporting and developing less experienced colleagues</p>
<p>KSC5 Demonstrated knowledge and experience in quality improvement processes and activities</p>

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Leadership Capabilities					
The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.					
✓ PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL					
Category	Descriptors	Foundation	Proficient	Advanced	Highly Advanced
Collaboration 	Inspires direction & purpose		✓		
	Turns challenges into opportunities			✓	
	Communicates effectively			✓	
	Builds relationships			✓	
	Works collaboratively			✓	
Accountability 	Acts with integrity		✓		
	Demonstrates accountability			✓	
	Drives accountability			✓	
	Manages self		✓		
	Promotes innovation			✓	
Respect 	Accessible communicator		✓		
	Values difference		✓		
	Consistently articulates direction		✓		
	Empowers others		✓		
	Respectfully influences		✓		
Excellence 	Delivers results			✓	
	Plans and prioritises			✓	
	Thinks and solves problems			✓	
	Consumer focus		✓		
	Innovation change leader		✓		

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File