

Position number:

Position: Practice Development Nurse (Clinical Educator) Acute
Visa sponsorship is NOT available for this role

EBA: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024

Classification: YZ7

Salary: \$71772 per annum

Superannuation: Employer Contribution 11%

Working hours: 48 hours per fortnight

Basis of employment: 12 months fixed term

Location: Hamilton Base Hospital

Team: Education

Line manager: Erin Campbell

Contact for enquiries: Erin Campbell, (03) 55518542

Please do not send your application to this contact

How to apply: Online applications. Go to <https://wdhs.net/v2/home/careers/> then find the position by title or number and apply

ABOUT US

At Western District Health Service (WDHS) we pride ourselves on our strong teamwork and our shared commitment to providing person-centred high-quality healthcare to the Southern Grampians community. We encourage and celebrate diversity, inclusion and accessibility for our staff and visitors to our services and we are dedicated to living our values of: Integrity, Innovation, Collaboration, Accountability, Respect and Empathy.

With a population of approximately 10,000 and a catchment of 16,500, Hamilton is the regional centre of Victoria's Southern Grampians region and WDHS is the largest employer in the region. WDHS provides a comprehensive range of acute inpatient services, residential aged care and primary and community health services. To find our more information about WDHS you can visit <https://wdhs.net/v2/about-us/>.

The Greater Hamilton region is rich with lifestyle opportunities and facilities. Working for WDHS will enable you to pursue your profession, build your career and enjoy a great work/life balance. With the Grampians National Park and stunning beaches on your doorstep in Warrnambool, Port Fairy and Portland and wineries dotted in-between, a better lifestyle is waiting for you! To find our more information about the Greater Hamilton region you can visit <https://wdhs.net/v2/home/careers/community-information/>

Be Yourself - We value the unique backgrounds, experiences and contributions that our staff and visitors bring to our service. First Nations people, those identifying as LGBTQIA+, people of all ages, with disabilities and culturally and linguistically diverse people are encouraged to apply.

About the Role:

Primary Objectives:

- Support clinical nurses through facilitation, collaboration, commitment and leadership to develop knowledge and skills required to achieve optimal patient outcomes
- Assist clinical nurses to achieve a culture of sustained clinical effectiveness based on evidence practice
- Support staff and nurture a clinical learning environment

Responsibilities and Duties

Clinical practice and staff professional development

- Provide and facilitate clinical teaching support and programs based on the needs of the nursing staff including First Year Graduate Programs
- Ensure that nursing practice is person –centred, evidence based and adheres to best practice guidelines
- Practice and monitor standards of practice in accordance with the Australian Nursing and Midwifery Accreditation Council (ANMAC) National Competency Standards for the Registered Nurse and Enrolled Nurse
- Assist in the assessment of mandatory competencies
- Provide orientation and support for new nursing staff according to orientation program
- Assess and identify professional development needs of new staff
- Contributes to the professional development of colleagues
- Supports directly or facilitates the support of less experienced staff and the preceptor for new staff
- Provides support for clinical policy/guideline development

Clinical leadership

- Create a culture where teamwork and networking are encouraged
- Embrace and contribute to new approaches dealing with work problems or opportunities
- Provide clinical leadership for nursing practice
- Maintain a team approach to patient / resident/client care through communication, consultation and cooperation with all members of staff
- Participate in unit and other relevant meetings
- Act as resource person and be role model for less experienced staff.

Quality Improvement & Risk Management

- Actively involved in clinical risk management strategies, including incident reporting
- Participate in relevant department/unit activities and work proactively with the patient and health care team to achieve desired outcome goals
- Contribute to the development and implementation of quality improvement programs to evaluate standards of practice and outcomes (eg, audits, accidents/incidents, patient comments, relatives comments, customer service)
- Participate in quality improvement activities and ensures outcomes from quality improvement processes are incorporated into practice
- Participate in change to policies, procedures and protocols based on relevant research
- In conjunction with NUM actively participates and contributes to implementing and maintaining accreditation standards and processes

Professional Development and Practice

- Achieves agreed performance criteria related to the role statement and portfolio responsibilities
- Contribute to the setting of performance standards, monitor performance, provide feedback and coaching and take corrective action
- Assist and contribute to performance appraisals as delegated
- Identify training and development needs of staff, coordinate with appropriate resources to meet those needs and evaluate outcomes
- Mentor and educate others by providing opportunities for staff to develop professionally and personally

About You:

Selection Criteria

- Registered Nurse, with a Tertiary qualification in speciality area (preferred) with a minimum 3 years' experience in clinical nursing
- Commitment to the WDHS Values of Integrity, Innovation, Collaboration, Accountability, Respect and Empathy and ability to exhibit behaviour which reflects our values.
- Ability to work collaboratively and cohesively with colleagues, supervisors, and other stakeholders

Benefits of Working with Us

Staff benefits

- External professional development funding support after 12months
- Internal training and development opportunities to support professional and personal growth.
- Enterprise Bargaining Agreement based remuneration.
- Salary packaging including capped expenses (\$9,010), meals (\$2,600), novated vehicle leasing.
- Free on-site car parking
- Social club membership offering a range of events, functions and local community discounts.
- A culture which supports staff health and wellbeing including:
 - Green Bean Café on site at the Hamilton hospital
 - Discounted leisure memberships
 - Gym membership at corporate rates
- Access to Employee Assistance Program (EAP)

Other Requirements

- Current police check is required for this role
- Must have experience working with children
- Some afterhours work may be required in this position

Occupational Health and Safety Responsibilities

All Western District Health Service employees share responsibility for occupational health and safety, (OH&S) with specific responsibilities and accountabilities allocated to positions within the organisational structure. Any employee who fails to meet his/her obligations concerning health and safety may, depending on the circumstances, face disciplinary action up to, and including, dismissal.

Employees have a responsibility to comply with all relevant WDHS OH&S management system Policies, Procedures and programs. This includes the WDHS Injury Management Program.

Employees have a responsibility to take all reasonable care to prevent incident or injury to themselves or to others in the workplace. Employees are expected to learn and follow approved standards and Procedures that apply to their activities and check with their Manager when they have any doubts concerning potential hazards.

Employees have a responsibility for:

- Looking after their own health and safety and those of others in the workplace;
- Follow safe work practices and use personal protective equipment as required;
- Participate in OH&S consultation and OH&S training initiatives;
- Report any accidents, incidents, injuries "near misses", safety hazards and dangerous occurrences, assist with any investigations and the identification of corrective actions;
- Cooperate with managers and supervisors so that they can meet their OH&S responsibilities;

- Don't wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk;
- Performing only those tasks for which they have received appropriate training and instruction;
- Ensuring that they understand and comply with those responsibilities which apply to them while performing their duties at the workplace;
- Participate in emergency evacuation exercises.

INHERENT PHYSICAL REQUIREMENTS:

Western District Health Service has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or others. The role may require the following tasks among other things:

<u>1 Nursing / Patient Care Role</u>	<u>2. Maintenance / Hotel Services Staff Role</u>	<u>3 Clerical / Administration Role</u>
<ul style="list-style-type: none"> ▪ manual handling (pushing, pulling equipment) ▪ general patient handling and clinical nursing duties ▪ sitting, standing, bending, reaching, holding ▪ pushing pulling trolleys and equipment ▪ general clerical, administration work, computer work ▪ use of personal protective equipment and handling ▪ handling general and infectious waste, ▪ shift work in most roles 	<ul style="list-style-type: none"> ▪ generic maintenance work, working at heights ▪ generic out door work / pushing, pulling trolleys ▪ sitting, standing, bending, reaching, holding ▪ computer work ▪ general clerical, computer and some admin work ▪ use of personal protective equipment and handling ▪ handling general and or infectious waste, ▪ shift work in some roles 	<ul style="list-style-type: none"> ▪ sitting, standing, bending, reaching, holding ▪ computer work, data entry ▪ general clerical at varying levels , ▪ use of personal protective equipment ▪ handling general waste ▪ pushing and pulling trolleys / filing, ▪ shift work in some roles

Note to all employees

- You must work within the policies, procedures and guidelines of WDHS
- You must participate in the WDHS integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of WDHS, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of WDHS.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- A Performance Review will occur within three (3) months of commencement, then annually taking account of the key roles and responsibilities outlined in this Position Description. In addition to reviewing performance (individual and work team), the annual meeting provides an opportunity to ensure role clarity, revise key performance activities/measure and set development objectives and goals for the year ahead.

APPROVALS	Name	Signature	Date
Divisional Head:			
Department Head:			
Employee:			

Position code: <i>People, Culture & Development use only</i>	
Date revised: <i>People, Culture & Development use only</i>	

When revised please forward electronic copy to:
 People, Culture & Development Department [email: people.culture@wdhs.net](mailto:people.culture@wdhs.net)