

Position Title: Diabetes Educator

Campus: Ballarat

Directorate: Hospitals

Department: Diabetes Education

Reporting to: Manager Diabetes Education

Direct Reports: N/A

Appointment Terms/Conditions:

Classification and Code: Clinical Nurse Consultant A-B

Enterprise Agreement: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers)
Enterprise Agreement 2024-2028

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

| Collaboration | Compassion | Accountability | Respect | Innovation |
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| <i>We are stronger together.</i> | <i>We show that we care.</i> | <i>We do what we say and say what we do.</i> | <i>We appreciate and value all people.</i> | <i>We adapt and innovate to achieve best outcomes.</i> |
| Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible. | All people deserve to be treated with compassion, kindness and empathy. | Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments | Our actions and words reflect our commitment to a safe and fair health service for all. | Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement. |

POSITION PURPOSE

The diabetes educator is accountable for providing safe, effective, person-centred clinical care to people affected by diabetes. The care provided needs to be based on the best available evidence, incorporating principles of teaching, and learning which is culturally sensitive. The specialised knowledge and skills applied to promote optimal health and wellbeing will include physical, psychological, social, and spiritual health

The Clinical Nurse Consultant Diabetes Education:

- Provides specialist diabetes services, including educational services and therapeutic direct and indirect clinical care.
- Maintains accountability to the Nursing and Midwifery Board of Australia and adheres to the Registered Nurse Standards for Practice
- Works within the scope of practice of primary discipline and in accordance with the Australian Diabetes Educators (ADEA) Role and Scope of Practice for Credentialed Diabetes Educators in Australia
- Works collaboratively with multidisciplinary team, colleagues, nursing staff, medical workforce, and consumers to deliver person centred, clinical care to service users across the lifespan.
- Maintains advanced clinical skills and knowledge within clinical speciality, demonstrates strong clinical leadership, acts as a role model within speciality.
- Acts as a clinical advisory resource and develops activities and projects within clinical discipline and preparedness to participate in and contribute to research.
- Supports departmental and organisational initiatives and activities requiring specialist intervention which includes education and training of healthcare professionals across several multidisciplinary teams.
- Maintains accurate and contemporaneous clinical documentation in accordance with organisational requirements, whilst always maintaining privacy and confidentiality
- Maintains membership with appropriate professional bodies to inform clinical practice and remain at the forefront of changes relating to evidenced based clinical care.

KEY ACCOUNTABILITIES

Leadership and Professional Practice

- Demonstrates commitment to providing current evidenced based clinical care that is responsive to the needs of the consumer and services are prioritised to enable positive clinical outcomes.
- Initiates and maintains effective strategic partnerships to promote a seamless journey for the consumer and significant others who access services.
- Acts as an expert resource and provides a clinical consultancy service within speciality area.

Key Performance Measures

- Functions in accordance with legislation, conducting practice within an ethical framework to deliver evidenced based, person-centred care that protects the rights of individuals and groups.
- Works collaboratively with all relevant departments to develop and maintain the systems and processes required to ensure efficient and effective service is delivered within the clinical speciality, in accordance with organisational priorities.
- Maintains clinical skills and knowledge to a high standard and acts as a clinical role model.
- Ensures all consumers, staff and community partners are treated with respect and dignity in an environment that is free from harassment and discrimination.

Clinical Governance

- Identifies clinical risks within speciality and across organisation and promotes a culture of quality and safety through incident identification and reporting.
- Identifies areas that require improvement through observation, audits, incidents and feedback.
- Contributes to teaching and learning and provides a consultancy service to support evidenced based

- clinical care.
- Promotes consumer involvement in care and acts as an advocate for all service users to receive person centred care.

Key Performance Measures

- Formulates recommendations for quality improvement in response to clinical audits and feedback.
- Maintains knowledge of current literature supporting new and existing practice
- Refers to current discipline specific guidelines, and policies to inform practice.
- Actively seeks consumer feedback to support practice development.

Information Management

- Demonstrates knowledge and application of skills to ensure organisation information management systems and processes are adhered to and time critical goals are met.
- Identifies and reports deficits in technology systems to enable ongoing support for clinical care.
- Maintains competency with computer technology and ensures consumer confidentiality is maintained.

Key Performance Measures

- Participates in information and data management collection systems to assist in meeting operational and strategic organisational goals.
- Works with Information Technology team to maintain all technical equipment.
- Demonstrates a wide range of skills in operating computer software packages such as Microsoft Office, Health Information Systems, and other organisational databases.

KEY SELECTION CRITERIA

- Eligibility for registration as a Registered Nurse Division 1 with the Australian Health Practitioner Regulation Agency (AHPRA) and hold a current practicing certificate.
- Postgraduate qualification in Diabetes Education
- Membership with specific speciality association and/or nursing professional body and current ADEA Credentialling.
- Demonstrated ability to consult and collaborate with others, and work as an effective team member to achieve organisational outcomes.
- Proven leadership within the healthcare workforce and evidence of seeking opportunities to educate health professionals and the community about current practice.
- Broad knowledge of professional, legal, and ethical requirements across numerous disciplines in healthcare
- Ability to translate evidence into practice and perform comprehensive clinical assessments, therapeutic interventions and evaluate clinical outcomes.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management 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 colleague.

- You must ensure that the affairs of Grampians Health, 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 Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- 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).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.