

**Position Title:** Clinical Nurse Educator – Youth + ICMHS Community MH Teams

**Campus:** Ballarat

**Directorate:** Grampians Area Mental Health and Wellbeing Service (GAMHWS)

**Department:** Learning and Development

**Reporting to:** Senior Psychiatric Nurse - GAMHWS

**Direct Reports:** Nil

### Appointment Terms/Conditions:

**Classification and Code:** Registered Psychiatric Nurse Grade 4 (NP75 – NP77)

**Enterprise Agreement:** Victorian Public Mental Health Services Enterprise Agreement.

### ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit [www.grampianshealth.org.au](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<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**

This position will work with all mental health staff within these Teams, utilizing advanced clinical nursing knowledge and skills to provide clinical leadership/expertise and positively influence quality of care. The position will work towards ensuring that service delivery is contemporary, recovery oriented, person-centred and inclusive of families, carers and other support persons.

The position will contribute to the ongoing development of nursing education and practice. This position is based in Ballarat – some travel within the Grampians region may be required at various times.

This position may involve observing/undertaking direct client care/assessments in conjunction with nursing staff in order to act as a role model and create learning situations

## **KEY ACCOUNTABILITIES**

- Collaborate with the Youth + ICMHS Team Leaders with a primary focus on improving clinical services to consumers, carers, and significant others.
- Participate in the development and delivery of education sessions on family inclusive, recovery oriented, person-centred, psychosocial treatments within the community setting.
- Demonstrate advanced clinical nursing knowledge and skills/expertise to influence the quality of care within the aged inpatient, residential and community teams.
- Provide education and training to the community staff.
- Demonstrate advanced clinical nursing knowledge and skills/expertise to influence the quality of care within the community teams.
- Contribute to the development and implementation of policies and procedures used within the community teams.
- Contribute to the development and implementation of models of best practice in the community settings.
- Facilitate preceptorship of undergraduate, graduate and post graduate nurses in the community teams.
- Provide support to the graduate and post-graduate nurse program
- Participate in the development, implementation and evaluation of quality improvement and research activities focused on further developing best practice in the community mental health setting.
- Identify and develop training needs and resources aligned with staff Professional Development Review's (PDR).
- Participate in clinical practice and development committees and reference groups as required.
- Participate in training programs in the management of aggression when required.
- Participate in the delivery of training packages or other modalities as required.
- Participate in the implementation of core competency training packages including competency assessments.
- Provide clinical supervision to mental health staff (nursing) as appropriate or required

## **KEY SELECTION CRITERIA**

### **Qualifications**

- Current registration with the Australian Health Practitioners Regulation agency (APHRA) as a Division 1 Nurse
- Completion of, or willingness to undertake, Certificate IV in Workplace Training and Assessment
- Clinical experience in a range of Mental Health settings, including Community Nursing.
- Relevant Post-graduate qualifications will be highly regarded

### **Technical/Professional Knowledge and Skills**

- Clinical experience in Public Mental Health settings
- Working knowledge of computer software relevant to the role, including but not exclusive to: MS Office suite (Word, PowerPoint, Excel) and online communication platforms e.g. MS Teams, Zoom, Webex
- Ability to utilise IT skills to develop evidence based, well-presented, user-friendly training material

## **Work Environment**

- Capacity to predict, recognise and respond to internal and external change
- Commitment to working towards a 'best practice' model of care delivery
- Commitment to consumer and carer collaborative focused 'Recovery' care

## **Personal attributes**

- Well-developed organisational and time management skills
- High level verbal/written communication skills
- The ability to achieve negotiated outcomes

## **Interpersonal Skills**

- Highly developed interpersonal skills, with the ability to consult and liaise in a proactive manner with a broad range of people including consumers and carers, staff, management, the tertiary sector and others

## **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 a 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.