

Clinical Nurse Educator – Parent + Infant Unit / Perinatal Community Mental Health Team

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; 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
<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 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 PIU Team Leader 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

Organisation

- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Services Infection Control Manuals.
- Develop and implement office management systems and processes for the team to ensure team targets and accountabilities are met within required timeframes.
- Participation in the Grampians Health 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 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 Services.
- At Grampians Health we recognize 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.
- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with Grampians Health values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

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.

KEY SELECTION CRITERIA

Qualifications and Experience

- Current registration with the Australian Health Practitioners Regulation agency (APHRA) as a Division1 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 Adaptability

- 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

OTHER RELEVANT INFORMATION

At Grampians Health we recognize 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.

HOW TO APPLY

Your application should include:

- Clearly state the **Job No.** specified on the advertisement for this position.
- A statement addressing each "**Key Selection Criteria**" clearly demonstrating your ability to meet the objectives of the role. **Note:** Read the Position Description carefully so you have a good understanding of what is required and remember to address what skills, knowledge and attributes you have.
- General resume
- Copies of any formal qualifications. **Note:** If emailing your application note that hard copies of your qualifications will need to be produced at interview.
- 2 professional referees