

Position Title: Clinical Educator – Social Work

Campus: All campuses

Directorate: Allied & Mental Health

Department: **Allied Health Management**

Reporting to:

- **Direct:** Allied Health Clinical Education Lead
- **Indirect:** Manager Social Work

Appointment Terms/Conditions:

Classification and Code: **Grade 3 (Year 1 – 4)**

Enterprise Agreement: Allied Health Professionals

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.

<i>Collaboration</i>	<i>Compassion</i>	<i>Accountability</i>	<i>Respect</i>	<i>Innovation</i>
<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 primary focus of this role is to develop the education and workforce development capabilities to support our Social Work workforce, students and augment patient care. The Social Work Clinical Educator will utilise adult learning principles to support the Social Work department in the development, coordination and maintenance of targeted professional development, based on the identified workforce learning needs.

As part of the broader Allied Health Clinical Education team, the Social Work Clinical Educator will support the Allied Health Clinical Education Lead and their colleagues to address Allied Health Education priorities.

This role can have the primary base at any campus across Grampians Health and will travel between campuses as required.

KEY ACCOUNTABILITIES

- Lead and facilitate to provision of best practice teaching and facilitation of learning.
 - Act as a resource and support for Social Work staff regarding education matters.
 - Build education capability to optimize the education of the allied health workforce, students, and patients, tailored to the audience specific needs.
 - Consult with consumers in the design, development, delivery and evaluation of education and learning for both patient programs and staff education.
 - Support the clinical workforce in the development of education material, and learning and development sessions.
- Develop contemporary curriculum aligned with pedagogical principles and practices to address the workforce needs of the Social Work team.
 - Conduct learning needs analysis to inform education strategies and content.
 - Establish and maintain trustworthiness and connection to your discipline across all campuses. This includes an active understanding of the challenges and opportunities for development initiatives for each campus, within your discipline and across allied health.
 - Build clinical competency across the Social Work workforce through supporting development of competency-based training, establishing targeted education for common needs and provide guidance to clinicians on appropriate external professional development opportunities.
- Utilise research and quality improvement practices to design and evaluate high quality education programs
 - Review and evaluate discipline specific education programs and delivery to improve future programs.
 - Develop evaluation questions/tools to evaluate teaching methods and learner experiences relative to achieving the learning needs and outcomes.
 - Review, evaluate and apply research to enable contemporary evidenced based clinical and educational practices

KEY SELECTION CRITERIA

Essential:

- Tertiary Qualification in Social Work.
- Eligible for membership with the Australian Association of Social Workers (AASW) and meet the Grampians Health Allied Health Credentialing requirements for Social Work.
- Experience in the healthcare sector in the areas of education, professional development, provision of student clinical education and/or lecturing or tutoring in a higher education setting.
- Active engagement in own professional development, training or further tertiary education with an education, clinical education or clinical supervision focus.
- Ability to work collaboratively with a multidisciplinary leadership team to deliver on organisational priorities and needs.

Desirable:

- Demonstrated understanding and application of pedagogical principles in a healthcare setting.
- Demonstrated experience in project development, implementation and evaluation in a healthcare setting.

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.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- 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 by 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.