

Position Title: Clinical Support Nurse

Campus: West (Horsham, Edenhope, Dimboola)

Directorate: Chief Nursing and Midwifery Officer

Department: Nursing and Midwifery Education

Reporting to: CNE – Transition to practice

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: QRED1 - Clinical Support Nurse – RN28

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

ORGANISATIONAL INFORMATION

Grampians Health (GH) 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 provide direct clinical support and instruction to learners in allocated Nursing & Midwifery education programs such as: graduate transition programs, traineeships, workforce and novice programs across Grampians Health to deliver safe, effective, connected patient and/or resident-centred care.

KEY ACCOUNTABILITIES

- To provide direct clinical support and instruction to learners in a variety of settings, including induction and study days
- To support learners to gain appropriate clinical experience to build capacity and capability in nursing practice
- Provide timely feedback
- Facilitate the achievement of learning objectives as identified by the learner or education team
- Present as a professional and positive role model at all times
- Work collaboratively with the relevant program Clinical Nurse Educator or Lead
- To continuously promote and demonstrate evidence-based practice and quality nursing education
- To actively participate in the activities of the GH Nursing & Midwifery Education Unit
- Actively participate in GH committees and/or working groups as allocated
- Represent GH on relevant committees, projects and marketing activities

KEY SELECTION CRITERIA

Qualifications and Experience

- Must hold current registration without conditions with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse
- Minimum of 3 years nursing experience
- Recent clinical experience
- Hold, or be working towards a Certificate IV in Training and Assessment or relevant education qualification
- Experience supporting learners in a health care setting.
- Completion of GH Clinical supervision and support online modules would be highly regarded.

Technical/Professional Knowledge and skills

- Ability to work and liaise with a multi-disciplinary team
- Ability to work across a variety of clinical settings
- Knowledge of, and ability to apply the principles of the Best Practice Clinical Learning Environment (BPCLE) framework in the delivery of education and training
- Ability to effectively manage own time and resources
- Demonstrated ability to plan and support the development of learners' knowledge, skills and behaviours to meet learning objectives
- Ability to present to individuals or groups in formal and informal settings
- Sound IT skills

Work Environment

- Work within the GH Nursing & Midwifery Education team
- Some programs may require travel to other sites or campuses i.e. EN traineeship, RUSON program, Aged care. This will be self-managed by the staff member using a GH Pool car during work hours.
- Work between clinical areas and hot desk open office environment

Personal Attributes

- **Adaptability:** Maintaining effectiveness when experiencing major changes in work responsibilities or environment; adjusting effectively to work within new work structures, processes, requirements, or cultures in a positive manner.
- **Initiating Action:** Taking prompt action to accomplish objectives; acting to achieve goals beyond what is required; being proactive.
- **Work Standards:** Setting high standards of performance for self and others; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining stable performance under pressure or opposition (such as time pressure or job ambiguity); handling stress in a manner that is acceptable to others and to the organisation.

Interpersonal skills

- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Communication:** Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.

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.