

Position Title: Clinical Nurse Educator – Deteriorating patient

Campus: Ballarat (East) OR Stawell, Horsham, Dimboola and Edenhope (West)

Directorate: Chief Nursing and Midwifery Officer

Department: Nursing and Midwifery Education

Reporting to: Professional Development Lead

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Educator (MAJOR) (RN35)

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

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Ballarat Health Services, Edenhope and District Memorial Hospital, Stawell Regional Health, and Wimmera Health Care Group 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

The purpose of the **Clinical Nurse Educator – Deteriorating Patient** is to coordinate education of staff in recognizing and responding to the deteriorating patient, incorporating evidence-based escalation of care principles, to promote safe, effective, multidisciplinary resuscitation practice.

KEY ACCOUNTABILITIES

- Work collaboratively with all staff to promote evidence-based practice in resuscitation and clinical deterioration.
- Deliver, facilitate, evaluate and report on basic, advanced and paediatric life support training and assessment.
- Ensure all education and training activities are linked to the National Safety and Quality Health Services Standards (NSQHS) and align with the principles of the Best Practice Clinical Learning Environment (BPCLE) framework.
- Participate in relevant working groups and committees as allocated.
- Implement and coordinate a standardised, interdisciplinary education program for early recognition, escalation and resuscitation of the deteriorating patient.
- Provide educational support to other Grampians region health partners in clinical deterioration, including support of the Highway education model and SimVan Mobile simulation.
- Identify and contribute to innovative interprofessional learning opportunities such as the use of simulation and eLearning modules.
- Collects, maintains and reports meaningful data related to the role.
- Support learners by working alongside learners in clinical settings, providing timely feedback, facilitating the achievement of learning objectives.
- Work within the strategic plan, mission, and vision of the Grampians Health Nursing & Midwifery Education Team, to deliver quality health care education.
- Actively participate in the GH Education team activities including: mandatory training, continuing education, or professional development programs.
- Actively participate in GH Performance Development & Review process.

KEY SELECTION CRITERIA

Qualifications and Experience

- Must hold current registration with AHPRA as a Registered Nurse or Registered Midwife
- Have current and substantial (> = 5 years) clinical nursing experience
- Hold a postgraduate qualification in Critical Care
- Hold, or be working towards a qualification in education and/or training.
- Demonstrated experience supporting learners and staff.

Technical/Professional Knowledge and skills

- Well-developed understanding of the National Safety and Quality Health Services Standards (NSQHS), National Consensus Statement for Essential elements for recognising and responding to acute physiological deterioration (2021), and current Australian Resuscitation Council guidelines
- Extensive experience in simulation education
- Demonstrated ability to use Best Practice Clinical Learning Environment (BPCLE) framework to deliver and evaluate educational programs.
- Well-developed computer, data analysis and policy writing skills
- Demonstrated commitment to interdisciplinary education.

Managing Work

- Plan and support the development of individual's skills and abilities so that they can fulfil current or future job/role responsibilities more effectively.
- Present ideas effectively to individuals or groups and deliver presentations.
- Travel to other campuses of GH is a requirement of this role and will be self-managed by the staff member to be conducted during work hours. Grampians Health provides a fleet of pool cars and SimVan which can be booked for this purpose, and if required, accommodation will be arranged upon prior approval by the relevant line manager.

Work Environment

- Work within the GH Nursing & Midwifery Education team
- Travel to other sites of GH is a requirement of this role and will be self-managed by the staff member to be conducted during work hours. Grampians Health provides a fleet of pool cars which can be booked for this purpose, and if required, accommodation will be arranged upon prior approval by the relevant line manager.
- 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.
- **Initiating Action:** Taking prompt action to accomplish objectives; taking action 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.
- **Leadership Disposition:** Demonstrating traits, inclinations, and dispositions that characterise successful leaders; exhibiting behaviour styles that meet the demands of a leader role.

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 information of 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 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.

- 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 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 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.