

Eastern Health

POSITION DESCRIPTION

Position Title:	Clinical Nurse Educator- Mental Health
Award Classification:	Registered Psychiatric Nurse-Grade 4
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Position Reports to:	Associate Director, Learning & Teaching Mental Health/Statewide Services

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



1. POSITION PURPOSE

The Mental Health Clinical Nurse Educator is responsible for delivering education support to the nursing workforce in the delivery of excellence in clinical standards. The position provides support to the nursing workforce across Mental Health & Wellbeing Program.

This role will require collaboration with the Mental Health Learning & Teaching team and senior staff across the mental health program to provide guidance and clinical skill development of staff.

The Clinical Nurse Educator works according to a Learning and Teaching philosophy promoting and facilitating; training, education, research, evidence based knowledge translation and positive workplace culture to learners of all levels including undergraduate students, graduates and experienced staff.

The Clinical Nurse Educator participates in strategic planning and development activities and works towards meeting the needs of a sustainable nursing /midwifery workforce in the provision of patient centred clinical care in line with the EH Strategic Plan.

Acting as a role model for lifelong learning, the Clinical Nurse Educator displays high quality and evidence based clinical care and demonstrates positive collaborative relationships across the continuum of interprofessional health care teams.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Healthcare Excellence
<ul style="list-style-type: none">• Works collaboratively with all departments and programs both locally and across EH, to support the systems, processes and projects required to ensure efficient, effective and responsive health service operations in line with the organisation's strategic direction.• Ensure effective and timely communication with learning and teaching team members, N/MUM's, program leads, other EH departments, patients and relevant external education providers.• Ensure personal compliance with relevant Acts, Agreements and Eastern Health Directions, Policies, Procedures and Staff Handbook and Code of Conduct.• Ensure practice development initiatives are completed within the mandates of the position, including Program, Nursing/Midwifery or site driven reports and/or documentation.• Leadership and excellence in clinical role modelling within the context of the Learning and Teaching program.• Uphold a Practice Development philosophy and personal practice which ensures staff treat all patients, clients, residents, visitors and staff in a courteous and non-discriminatory manner.• Provide timely and effective communication with healthcare personnel to guide and achieve optimal patient/performance outcomes.• Practices in accordance with the professional standards, codes and behaviours that are legislated through the Nursing and Midwifery Board of Australia (NMBA).• Ensures clinical interventions are evidence-based and consistent with policy, standard and clinical practice guidelines prescribed by the organisation.• Collaborate with N/MUMs in the monitoring of clinical risk through VHSIMS and in the mitigating of clinical risk.• Incorporates practice which aligns with the EH Nursing & Midwifery Practice Guideline, as relevant to the clinical setting• Treats all patients, clients, residents, visitors and staff in a courteous and non-discriminatory manner. Provides an efficient, effective and customer focussed service.

Leading in Learning

- Take responsibility in managing your own learning needs.
- Participates in relevant professional development programs and contributes to ongoing education initiatives within the unit.
- Participates in the supervision, support and mentorship of students and new staff.
- Work collaboratively with N/MUM's to develop and maintain optimal staff skill sets to meet the needs of the clinical patient case-mix.
- Participates in an annual performance development process.
- Complies with mandatory and other identified training requirements specified by NMBA and Eastern Health and maintains accurate documentation of evidence of this training and professional development undertaken.
- Promote a culture of continuous service improvement.
- Direct, mentor and appraise the Clinical Support Nurse/Midwife, as employed within the relevant program area, facilitating their continued professional development and career advancement.

Leading in research and innovation

- Promotes a culture of continuous quality service improvement within the unit and participates in activities designed to continuously improve standards of service and practice.
- Work collaboratively with N/MUMs and the EH Quality & Innovation Unit, to implement strategy and recommendations following patient incidents in designated program area.
- Accept accountability for addressing clinical nursing/midwifery practices that are not consistent with policies, procedures and evidenced based research, when it pertains to the 'student/novice' staff member. Work collaboratively with N/MUMs in guiding and supporting the nursing/midwifery workforce to achieve clinical practices consistent with policies, procedures and evidenced based research.
- Support and collaborate with interventions and initiatives arising through the Eastern Health Quality Framework, designed to address areas which fail to meet standards.
- Maintains own knowledge of evidence based practice and updates own knowledge and skills accordingly
- Supports the NUM in the identification of new initiatives to improve sustainability in the unit/department.
- Identifies or participates in prevention and early detection initiatives of the organisation.
- As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.
- Support and participate in nursing/midwifery lead research, clinical practice guideline and policy development and review, as appropriate.
- Evidence positive relations with the Eastern Health research program and external educational providers.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 EH Nursing & Midwifery Domains of Practice Professional Framework

11. NOTE

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.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

Qualifications:
<p>Essential:</p> <ul style="list-style-type: none">• Bachelor of Nursing or other recognised equivalent formal qualification in Australia• Condition free registration with the Nursing and Midwifery Board of Australia (NMBA) via AHPRA• Post Registration or Post Graduate qualification in Mental Health Nursing (Masters Level Preferred)• Experience working in acute mental health• Have excellent knowledge of best practice, recovery oriented care and trauma informed care in mental health nursing care• Demonstrated leadership with the ability to inspire, influence and motivate staff and to contribute to and foster a positive learning culture• Current Victorian drivers licence <p>Desirable:</p> <ul style="list-style-type: none">• Certificate IV in Workplace Training and Assessment or willingness to be supported to complete this training• Expertise in providing clinical supervision and actively engaged in receiving personal clinical supervision.• Expertise in Adolescent Mental Health• Expertise in Community Mental Health• Expertise in Acute Adult Mental Health
Experience:
<ul style="list-style-type: none">• Demonstrated clinical skills aligned with experience and scope of practice• Demonstrated ability to deliver education and training within a practice development framework and philosophy• Previous experience in a similar role or at senior clinical level• Previous experience in design, delivery and evaluation of education programs (desirable)
Knowledge and Skills:
<ul style="list-style-type: none">• Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.• Awareness and understanding of National Standards and Accreditation Standards.• High level communication, written and verbal, with demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.• Commitment to ongoing professional development.• Computer literacy and embracing of health technologies and informatics.
Personal Attributes:
<ul style="list-style-type: none">• Exhibit behaviour which reflects the Eastern Health values and NMBA Codes and Standards.• Promote and contribute to a supportive and engaged team environment.• Committed to providing a safe environment for all.• Respectful, collaborative and kind.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

ATTACHMENT 2: NURSING & MIDWIFERY DOMAINS OF PRACTICE

The **Nursing Midwifery Domains of Practice** resource has been developed by the Eastern Health Nursing Midwifery Executive using the domains of nursing as identified by Ackerman et al. (1996)(1) and the National Common Health Capability Resource (2013). Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives; comprehensive patient care, support of systems, education, research and professional leadership. (See summary at Table 2)

Recognising that the level of skills acquisition will be dependent on nurses and midwives' specific roles and experience, the domains have been referenced to the 'novice to expert' skills acquisition model first developed by Dreyfus(2) and adapted for nursing by Benner.(3)

Behaviours are specified at five different levels, and reflect an increasing degree of autonomy, complexity, awareness and activity being performed.

Table 1: Summary of Behaviour Levels

Novice	Advanced Beginner	Competent	Proficient	Expert
Works within a known and stable context , consulting when abnormalities arise before taking action	Works within a known and stable context , consulting when abnormalities arise	Acts independently in routine situations within scope, and responds to known dilemmas	Acts independently in complex situations within scope, and responds to unknown dilemmas	Provide vision and direction and shape and implement strategies and initiatives that enable others to perform as required

Levels do not equate to roles or hierarchy within the workforce. Instead, the levels reflect what level of behavioural skill is required to achieve the desired care goals or outcomes in a given situation. Levels should be treated as cumulative, meaning that behavioural indicators at subsequent levels in the scale should be read in conjunction with the behaviours specified at any lower level.

Some levels may serve as an aspirational standard in some instances, rather than accurately reflecting behaviours of current practice. Where a gap exists between current and future practice behavioural skill requirements, there should be aspiration to meet the standard specified to enhance or effectively meet individual and community health needs.

Table 2: Domains of Practice

Domains of Practice				
Direct comprehensive care	Support of systems	Education	Research	Professional leadership
<ul style="list-style-type: none">• Patient history• Patient assessment• Perform and deliver care• Monitor & Evaluate Care	<ul style="list-style-type: none">• Planning for the Future• Safety and Quality• Recruitment & Retention	<ul style="list-style-type: none">• Education of patients & families, relationship building• Own professional education• Professional education of others	<ul style="list-style-type: none">• Knowledge of research evidence relevant to area of practice• Involvement and dissemination of research	<ul style="list-style-type: none">• Professional conduct• Accountability