

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Educator - Behaviours of Concern
<b>Award Classification:</b>	Allied Health: Grade 3 Registered Nurse: Grade 4B (RN35)
<b>Award / Agreement Name:</b>	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 Medical Scientists, Pharmacists and Psychologists (Victorian Public Health Sector) Enterprise Agreement 2021-2025 Victorian Public Mental Health Services Enterprise Agreement 2020 – 2024
<b>Position Reports to:</b>	Associate Director, Learning and Teaching, Practice Capability

### 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 Clinical Educator is responsible for delivering education support to the workforce in support of excellence in clinical standards. The position is one of clinical leadership and collaborates with the Learning & Teaching teams, Nurse/Midwifery Managers and senior staff to provide guidance and clinical skill development of staff.

This role focuses on providing clinical expertise using various educational models of peer coaching, role modelling and working collegially with clinical staff to support patients at risk of delirium and behaviours of concern (BOC). The role uses a real time and problem-based approach to support improved patient outcomes through early identification and management of behaviours, and improved learning outcomes for clinicians managing BOC.

The Clinical Educator also works with teams to plan, implement and evaluate education that meets the needs of various interprofessional cohorts; this can include facilitation at study days, in-services and other education opportunities across Eastern Health sites. The role allows for creativity, innovation and the opportunity to work within a team that values continuous improvement and collaboration.

## 2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Support clinical staff in developing the knowledge and skills to identify patients at risk of delirium, cognitive impairment and behaviours of concern. Coach and support staff to de-escalate and implement strategies to prevent and manage behaviours of concern.
- Work collaboratively with designated department(s), to support 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 key collaborators and stakeholders.
- Work collaboratively with NM and clinical teams to implement strategy and recommendations following patient incidents in designated area.
- Accept accountability for addressing clinical practices that are not consistent with policies, procedures and evidenced based research. Work collaboratively with NMs and clinical staff in guiding and supporting the clinical workforce to achieve clinical practices consistent with policies, procedures and evidenced based research.
- Evaluate coaching and educational interventions to determine the effectiveness in meeting organisational needs.
- Role model clinical excellence and professional behaviour and leadership, providing support, mentorship, assessment, supervision and education within the clinical area, which drives a culture of professional development within all levels of the clinical staff profile.
- Provide clinical teaching and coaching that is;
  - Timely
  - Aligned to ensure optimal clinical outcomes
  - Flexible and adaptive to the 'learner'
  - Founded within research evidence and evidence-based practice
  - Adheres adult learning principles
  - Promotes and fosters reflective practice.
- Support and guide practice within the designated area within the philosophy, intent, and standards prescribed by relevant professional bodies and Eastern Health policy and procedures.
- Support communication and compliance of specific clinical competencies and directives that may be prescribed by the Eastern Health Professional Councils.
- Promote a culture of continuous service improvement.
- Make recommendations to the relevant stakeholders to facilitate service/system improvements.

### **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 healthcare environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem-solving approach.

You are expected to participate in the personal development process on an annual basis and comply with relevant clinical competency and training requirements as specified by Eastern Health.

### **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 centred 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

## 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

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#### Essential

- Bachelor and/or Masters qualification in health-related profession (Allied Health or Nursing).
- Postgraduate qualifications in education, nursing or health related field.
- Registration with Australian Health Practitioner Regulation Agency (APRHA) or eligibility for membership of relevant professional body.
- Recent experience working with multidisciplinary team, patients, families and carers in relation to behaviours of concern.
- A sound understanding of the principles and objectives of interprofessional Learning and the application of this in the clinical environment for Just in Time education.
- Well-developed conflict resolution and negotiation skills.
- Demonstrated ability to critically think and problem solve.
- Excellent interpersonal and communication skills (both verbal and written).
- Demonstrated flexibility and initiative to work autonomously.
- Computer literacy (proficient in the use of MS word, PowerPoint and Excel) and health technologies.
- Commitment to ongoing professional development.
- Respectful, collaborative and kind.

#### Desirable

- Masters qualifications in education, nursing or health related field (*or working towards*).

#### 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](mailto:Aboriginal.Workforce@easternhealth.org.au)