

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Educator
Position Number:	Generic
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals North/North West
Position Type:	Permanent/Fixed-Term, Full Time/Part Time
Location:	North West
Reports to:	Nursing Director - Education and Research
Effective Date:	July 2020
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	<p>Holds, or is currently working towards, postgraduate qualifications in education and/or clinical teaching and learning</p> <p>Holds, or is currently working towards, postgraduate qualifications in the area of clinical/practice speciality as relevant to the position</p>

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

The Clinical Nurse Educator (CNE) is accountable for applying nursing expertise and contemporary teaching and learning practice to implement education programs for nurses that align with the strategic priorities of Hospitals North/North West, respond to emerging clinical need and facilitates professional development for the nursing workforce.

This role:

- Leads safe and quality nursing care through the advancement of evidence-based nursing practice and patient-centred care in an area of clinical and professional speciality.
- Applies high level professional and clinical expertise in collaboration with nursing, midwifery and multidisciplinary stakeholders to enact education and development strategies for nursing and midwifery practice and the Organisation.
- Plans, assesses, implements and evaluates educational programs to ensure they align with the needs of the Organisation and nursing workforce.
- Models commitment to the values of the nursing profession including open communication to build respectful relationships across the multidisciplinary team and has accountability, integrity, and contributes to positive workplace culture.
- Works in accordance with the strategic direction of Hospitals North/North West and the Organisations Nursing and Midwifery Strategic Framework.

Duties:

1. Education:
 - a) Collaborates with key stakeholders to develop, plan, implement and evaluate nursing education programs that reflect the assessed needs of the nursing workforce and are linked to patient and professional outcomes in the clinical practice setting.
 - b) Extends the practice of less competent peers through direct clinical supervision and teaching.
 - c) Ensures education programs for nurses are designed with a focus on critical thinking, clinical reasoning, problem solving skills, application of clinical judgement and best practice education frameworks to provide safe contemporary nursing care.
 - d) Works collaboratively with interdisciplinary teams with a focus on creating a positive and supportive learning culture and environment that achieves best practice outcomes for patients, service area and professional growth for nurses.
 - e) Facilitates person-centred induction for nurses and collaborates with teams to implement and evaluate frameworks for supervision.
2. Professional Practice:
 - a) Demonstrates high level clinical knowledge, skills and utilises expertise in an area of clinical speciality to develop and apply education programs that focus on theory to clinical practice translation.
 - b) Adheres to relevant guidelines, protocols, legislation and systems of work practices as determined by the organisation.

- c) Responsible for ensuring that education programs reflect nursing practice that is inclusive, respectful of learner's capabilities, provides equal opportunity for learning, are respectful and advocate for nurses, patients and the Tasmanian community.
 - d) Participates in strategic development of a culture that promotes and supports education, learning and workforce development with a person-centred focus.
3. Communication & Teamwork:
- a) Develops a continuing nursing education plan that is informed by evidence, nursing management, direct care nurses and broader interdisciplinary teams.
 - b) Supports organisational strategic priorities through active membership and/or chairing relevant committees/councils as required.
 - c) Responsible for maintaining confidential and accurate documentation in relation to nursing staff performance.
 - d) Responsible for ensuring education evaluation reports are completed.
4. Leadership:
- a) Functions as a member of the interdisciplinary clinical leadership team.
 - b) Accountable to the Australian Nursing and Midwifery Board of Australia for own standards, actions and behaviours in relation to nursing and professional practice.
 - c) Leads and supports others in quality improvement and research activities inclusive of clinical risk management with a focus to facilitate ongoing professional development, learning, research and safety culture.
 - d) Mentors nurses to achieve excellence in care through education, innovation in practice and research.
5. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

The incumbent functions with a degree of autonomy but receives guidance, direction and support from the Nursing Director - Education and Research. As a member of the Hospitals North/North West Nursing and Midwifery clinical leadership team, the Clinical Nurse Educator will:

- Contribute to, and support the implementation of, the broader strategic reform agenda of the Organisation.
- Work within the professional, ethical and practice standards frameworks for nursing and midwifery professions.
- Work directly with individual nurses to identify missed care and opportunities to extend practice toward improving patient outcomes.
- Collaborate with the Nurse Unit Managers, direct care nurses and the broader workforce to develop nursing education programs that are responsive to emerging clinical need and/or the Hospitals North/North West Education Plan.

- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.
- Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated high level knowledge, skills and clinical expertise and the ability to lead and evaluate nursing practice in a specialised area of practice.
2. Ability to apply facilitation skills, learning and evaluation strategies in the clinical context, to further the development of a person-centred culture including the implementation and evaluation of professional development, education and training activities.
3. Sound understanding of contemporary education, health and professional development issues and their impact on the knowledge and skill requirements of the nursing workforce.
4. Demonstrate the application of acquired knowledge to teaching and learning, quality improvement and research in the practice environment to achieve better patient outcomes.
5. High level written and interpersonal communication skills, with proven ability to function effectively within a multidisciplinary context.
6. Demonstrated understanding of workplace safety and the principles of workplace diversity and the legal, ethical and professional practice standards related to nursing practice.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).