



# Position Description

## Casual Clinical Facilitators

School of Nursing, Paramedicine and Healthcare Sciences

Faculty of Science and Health

**Delegation band**

[Delegations and Authorisations Policy \(see Section 3\)](#)

**Workplace agreement**

[Charles Sturt University Enterprise Agreement](#)

**Date last reviewed**

February 2023



# About Charles Sturt University

## Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

## Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia’s pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

## Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university’s position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university’s operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

## Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

## Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university’s eight key performance indicators:

<b>Our Students</b>	<ul style="list-style-type: none"> <li>• Commencing progress rate</li> <li>• Student experience</li> </ul>
<b>Our Research</b>	<ul style="list-style-type: none"> <li>• Research income</li> <li>• Research quality and impact</li> </ul>
<b>Our People</b>	<ul style="list-style-type: none"> <li>• Engagement</li> <li>• All injury frequency rate</li> </ul>
<b>Our Social Responsibility</b>	<ul style="list-style-type: none"> <li>• Underlying operating result</li> <li>• Community and partner sentiment</li> </ul>



## Faculty of Science and Health

### School of Nursing, Paramedicine and Healthcare Sciences

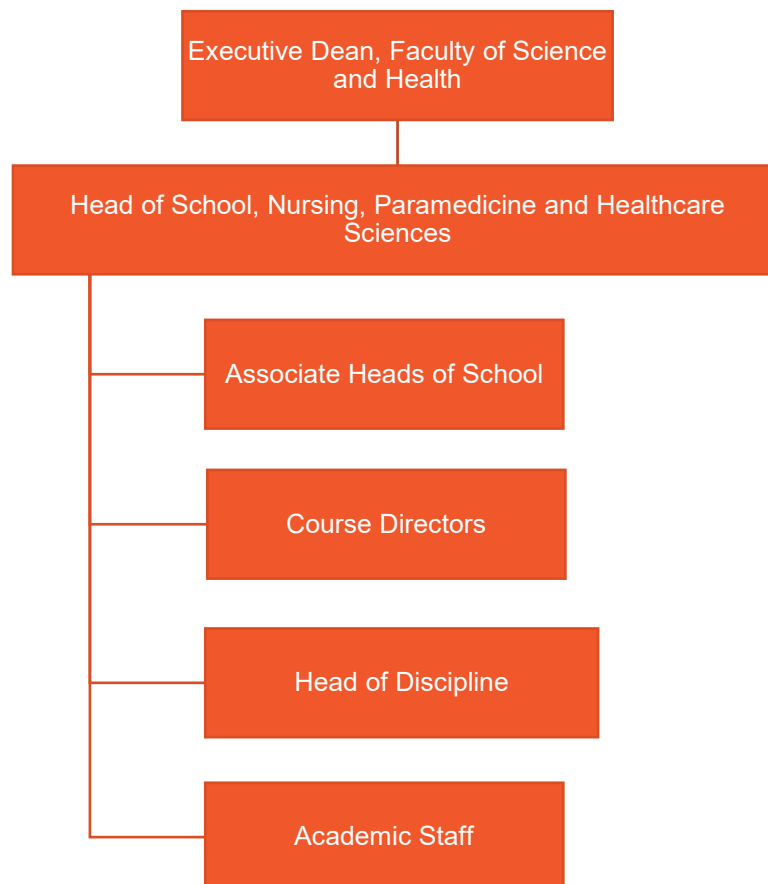
The [School of Nursing, Paramedicine and Healthcare Sciences](#) is committed to educating all students to live well and help others to adopt healthy lifestyles in a range of settings. Academic staff are passionate about the transformational nature of education – it is through learning and growth that people achieve their potential.

The courses offered by the School of Nursing, Paramedicine and Healthcare Sciences include undergraduate, postgraduate, and higher degrees by research in nursing, midwifery, paramedicine and First Nations health.

The strength of these courses lies in the opportunities provided to students to develop personally and also professionally, acquiring the knowledge, attitudes and practical skills needed to work autonomously and also as part of a team, as high-quality health professionals.

While there is a particular need for high-quality health professionals in regional, rural and remote locations, graduates of the School are also in high demand in urban and metropolitan settings, reflecting as they do the resilience and independent thinking for which rural Australians are known.

### Organisational chart





## Reporting relationship

**This position reports to:** Associate Head of School (Staff Supervision and Development) - Nursing

## Key working relationships

- School academic and professional / general staff
- Facilitation Manager
- Clinical Subject Coordinator
- Healthcare facility staff
- Students

## Position overview

A Clinical Facilitator is a registered nurse involved in current nursing practice, who is engaged to facilitate student learning in an off campus clinical setting. The Clinical Facilitator will assist students to develop the knowledge, attributes and skills necessary for practice within the clinical environment as a beginning level registered nurse. The Clinical Facilitator will act as a professional role model for students and will be responsible for maintaining position relationships with health care agencies to enhance the learning experience.

## Principal responsibilities

- Responsibility and accountability for the facilitation of optimal ongoing learning opportunities and facilitation of clinical knowledge and skill development of undergraduate nursing students undertaking clinical placements.
- Assessing and assisting undergraduate nursing students to attain competency in nursing procedures and achieve set clinical learning objectives as outlines in their clinical subject outline.
- Conducting and completion of formative assessment, summative assessment and instituting learning support plans as required.
- Collaborating and working collegially with all parties involved in the process of placements to be an ambassador on behalf of Charles Sturt University.
- Facilitating formal and informal learning opportunities for the student to meet the theoretical and clinical objectives of the subject in the placement setting.
- Demonstrating clinical expertise and professional role modelling in the placement setting.
- Supporting the student in the development of critical thinking skills.
- Identifying ethical and legal aspects of nursing practice in the clinical setting.
- Facilitating students to meet NMBA competency standards for a registered nurse.
- Maintaining and promoting the standards and policies of the School of Nursing, Paramedicine and Healthcare Sciences.
- Assisting students to develop skills in reflection and self-evaluation, and evidence based clinical practice.
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- Monitoring and evaluating student performance throughout the clinical placement, using approved clinical performance assessment tools and stated learning objectives.
- Providing prompt and constructive verbal and written feedback, both formative and summative, about performance to the student, Facilitation Manager and Clinical Subject Coordinator.
- Seeking specific feedback from health care facility / service staff relating to students' clinical performance.
- Developing collaborative relationships with health care facilities through pre-clinical visits, participation in facility based orientation and other activities as required.
- Providing each placement site with contact details prior to / on commencement of placement, and remaining accessible via mobile phone and email throughout placement duration.
- Making pre-placement contact with students.
- Responding promptly and professionally to the concerns and needs of students and staff in the health care facility and referring to appropriate faculty staff members when required.
- Documenting all relevant information regarding student assessment, incident reports or issues which relate to the clinical placement.



## Role-specific capabilities

This section comprises capabilities from the [Charles Sturt Capability Framework](#).

<b>Service Focused</b>	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, Student welfare, equity and conduct)
<b>Live our Values</b>	Uphold the Charles Sturt values daily in our own behaviours and interactions with others
<b>Network</b>	Bring people together and build relationships that deliver desired benefits and outcomes
<b>Listen Closely</b>	Dig deep to understand others, using self-insight to build team spirit and recognise efforts
<b>Planning and Organising</b>	Setting objectives, planning, establishing contingencies, managing time, resources and people, monitoring progress

## Physical capabilities

The incumbent may be required to perform the following.

- Perform in an accurate and timely manner push/pull, reaching, grasping, fine manipulation tasks, including lifting items up to 10kg.
- Possess the physical ability to carry out shelving duties, such as frequent bending, reaching/stretching, squatting and repetitive lifting.



## Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

### Essential

- A. Current unrestricted registration with the Australian Health Practitioner Regulations Agency (Ahpra) as a Registered Nurse.
- B. Demonstrated knowledge of the National Competency Standards for Registered Nurses / Midwives and Australian Nurse Teacher Professional Practice Standards.
- C. Current National Police Clearance, Working With Children Check and up to date immunisations as specified by NSW Health.





● Brisbane

## New South Wales

● Dubbo

● Port Macquarie

● Orange

● Bathurst

Goulburn  
NSW Police Academy ●

● Sydney

● Wagga Wagga

● Canberra

● Albury-Wodonga

● Wangaratta  
Regional Study Centre

## Victoria

● Melbourne

● - Capital city   ● - Campus location

