

Statement of Duties

Position Title:	Clinical Nurse Educator - Transition
Position Number:	513382
Classification:	Registered Nurse Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South - Office of the Executive Director of Nursing and Midwifery
Position Type:	Permanent, Part Time
Location:	South
Reports to:	Assistant Director of Nursing - Education and Practice
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 - Transition (CNE - Transition) is accountable for the design, implementation, assessment and evaluation of education programs specific to nursing students clinical experience and transitional practice programs for experienced nurses in a changing context of practice (excluding graduate nurse programs). The CNE - Transition provides nursing expertise related to educational issues in meeting the strategic priorities of the Nursing and Midwifery workforce and the Organisation.

This role:

- Leads safe and quality nursing care through the advancement of evidenced based nursing practice in leading the development of best practice clinical learning environment for both students of nursing and transitioning workforce, utilising a lifelong learning and development framework.
- Plans, assesses, implements and comprehensively evaluates educational programs relating to student experience, experienced transitioning nurses, supervision and preceptoring frameworks, to ensure they align with the needs of the organisation and nursing workforce strategy.
- Works within a Practice Development framework that fosters research, the implementation of evidenced-based knowledge and person-centred care.
- 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.
- Works in accordance with the strategic direction of the Organisation and the Nursing and Midwifery Strategic Framework.

Duties:

- I. Education:
 - a) Collaborates with key stakeholders to develop, plan, implement and evaluate nursing education programs that reflect the assessed needs of newly registered internationally qualified nurses commencing employment, experienced nurses seeking clinical exposure in unfamiliar practice settings with significant differing skill set and knowledge requirements, and experienced nurses re-entering the workforce.
 - b) 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.
 - c) Facilitates organisational professional orientation for nurses and midwives as part of induction to the Organisation.
 - d) Leads the development, implementation and evaluation of preceptoring and supervision education programs for the nursing and midwifery workforce within the Organisation.
 - e) Facilitates education programs across all levels of nursing that are evaluated for educational and nursing practice effectiveness, and contribution to a culture of organisational and professional learning, in supporting students of nursing and experienced nurses who are transitioning.
 - f) Continuously evaluates and improves on educational programs.
 - g) Facilitates induction for nursing students and collaborates with clinical teams and education providers to implement and evaluate best practice frameworks for supervision of students in practice and in the ongoing development of a continuing learning environment.

2. Professional Practice:
 - a) Demonstrates high level knowledge and utilises expertise in relation to transitioning nurses and students to develop and apply education programs that focus on theory to clinical practice translation.
 - b) Adheres to relevant guidelines, protocols 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, provide equal opportunity for learning, and 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, through a need analysis process, a continuing nursing education plan that is informed by best practice for support and supervision of student nurses, nurses requiring clinical practice exposure and workforce diversity.
 - b) Collaborates with the education providers, external and internal teams and agencies in the provision and facilitation of student and transitioning workforce clinical experience programs.
 - c) Responsible for maintaining confidential and accurate documentation in relation to nursing staff and student performance.
 - d) Supports organisational strategic priorities through active membership and/or chairing relevant committees/councils as required.
 - e) Responsible for ensuring education programs evaluation reports are completed and dissemination to key stakeholder groups.
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) Responsible for maintaining expertise in clinical based education, evidenced based practice and leadership.
 - e) Mentors' nurses to achieve excellence in care through education, innovation in practice and research.
1. 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.
2. 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 Assistant Director of Nursing - Education and Practice. As a member of the Hospitals South Nursing and Midwifery clinical leadership team the CNE - Transition will:

- Contribute towards, and support the implementation of, the broader strategic reform agenda of the Organisation.
- Integrate, as required, the practices of diverse health care disciplines and fields of nursing in the development and delivery of programs for nurses in a range of practice settings and contexts while at the same time, actively participating in his/her own continuing professional development.
- Work within the professional, ethical and practice standards frameworks for nursing and midwifery professions.
- Collaborate with the Nurse Unit Managers, direct care nurses and educational providers to develop nursing education programs that are responsive to the nursing workforce needs.
- Champion a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- 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.

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 expertise and the ability to lead and evaluate nursing practice through the principles of Practice Development.
2. Ability to apply facilitation skills, learning and evaluation strategies to further the development of a person-centred culture including the implementation and evaluation of professional development, education and training activities.
3. Sound knowledge of contemporary education, health and professional development issues pertaining to best practice clinical learning environments and their impact on the knowledge and skill development for nurses transitioning in practice.
4. Proven ability in collaborating with clinical teams in the development and implementation of education and supervision frameworks that best support students and transitioning nurses in the practice setting.
5. High level written and interpersonal communication skills, with proven ability to function effectively within a multidisciplinary context and with external agencies.
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 of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

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](#).