

POSITION DESCRIPTION



Position Title	Clinical Teacher
Position Number	N5775
Department	Education
Classification	RN35 Educator (Major)
Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Reports to:	Training and Development Manager

Position Purpose:

A Registered Nurse appointed who is responsible for providing direct clinical support and teaching to undergraduate nursing students to develop competency across a range of clinical situations.

To work closely with nursing students at all year levels and their supporting university.

Department / Unit Specific Overview

The Education Department works to oversee the training and development of undergraduate and new graduate nursing through working in close partnerships with EGHS staff, managers and universities. This department aims to deliver a high standard to training programs to produce a capable and effective workforce.

Our Values



Integrity

We value integrity, honesty and respect in all relationships



Excellence

We value excellence as the appropriate standard for all services and practices



Community

We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background



Working Together

We value equally all people who make a contribution to EGHS to achieve shared goals



Learning Culture

We strive to continually lead and develop through education, training, mentoring and by teaching others.

Organisational Context

East Grampians Health Service (EGHS) is a rural health service located in Ararat and Willaura in Western Victoria. EGHS is an integral part of a thriving community and is committed to providing quality health and wellbeing services to people of all backgrounds.

Serving a diverse community, EGHS delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, consumers and the community.



Our Vision

East Grampians Health Service will improve the health, wellbeing and the quality of life for our community.

Our Purpose

To meet people's health needs through leadership, strong partnerships and wise use of resources.

Strategic Actions

See [Strategic Plan 2023 – 2027](#).

Organisational Responsibilities

- Be aware of and work in accordance with EGHS policies and procedures, including:
 - [Victorian Public Sector - Code of Conduct](#)
 - [Confidentiality, Security and Management of Information - SOPP 24.02](#)
 - [Hand Hygiene - SOPP 70.18](#)
 - [Occupational Health and Safety - SOPP 72.09](#)
 - [Person Centred Care - SOPP 60.20](#)
 - [Safety - SOPP 72.13](#)
 - [Performance Development policy - SOPP 35.27](#)
 - [Risk Management - SOPP 74.01](#)
 - [Child Safe – SOPP 57.24](#)
- Be respectful of the needs of patients, consumers, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
- Be aware of the National Safety and Quality Health Service Standards and all other standards as it relates to your area of work and associated accreditation.
- Undertake other duties as directed that meet relevant standards and recognised practice.
- Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a national Police check. Also provide a National Disability Insurance Scheme (NDIS) worker check or the necessary details (if required).
- Identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients, consumers and visitors
- Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
- Participate in all mandatory education and orientation sessions as outlined by EGHS.

East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.



Responsibilities and Major Activities

- Provide direct and indirect supervision and clinical support to undergraduate nursing students on clinical placement
- Assist with the preparation, coordination, delivery and evaluation of the undergraduate nurse orientation program
- Promote the value of the student clinical experience survey including the facilitation of completion by students
- Presents as a role model for students by ensuring and promoting an excellent standard of care and service delivery in partnership with patients, residents, consumers and community at all levels of health care provision, planning and evaluation
- Provide expert input into the planning, delivery and evaluation of nursing care with the focus on building nursing skill and potential workforce capacity
- Lead the usage and implementation of evidence based clinical practice and provide guidance and support to all staff to encourage best practice with students
- Liaise with staff who recognise as preceptors to support them in fulfilling the expectations of the preceptorship role
- Liaise with Department Managers regarding provision of clinical support for students
- Liaise with Training Providers and Clinical Coordinators to provide feedback regarding student progress
- Provide constructive feedback, both verbal and written and the ability to adapt to and comply with the use of different student assessment tools
- Proficient use of computer system (Placeright) to track student placements, communicate with training providers and update rosters and student attendance
- Ensure that all patients, residents, clients, visitors and staff are treated with respect, dignity and courtesy in an environment that is free from harassment and discrimination

Key Performance Indicators

- Feedback provided from students experience of clinical placements and their direct contact with the Clinical Teacher in the Student Experience Survey is positive
- Feedback from Departmental Managers, Preceptors and Training Providers is positive
- Ability to perform responsibilities and major activities of the role are achieved at a high standard

Key Selection Criteria

Essential Criteria:

- Current Registered Nurse with AHPRA
- Hold or be working towards a Certificate IV in Training and Assessment
- Flexible and adaptable with a strong ability to work across a variety of clinical settings
- Significant experience in a preceptor/mentor role for undergraduate nursing students with knowledge and application of relevant assessment tools
- Role models, as a preceptor, a friendly, positive and pro-active approach in guiding and supporting undergraduate nursing students
- Confident interpersonal skills with the ability to provide constructive feedback, both written and verbal
- Provides nursing care to a high standard with a proven commitment to innovation in practice including an evidence based approach to care
- Demonstrated advanced clinical nursing skills including the ability to undertake detailed physical assessments within scope of practice
- Excellent co-ordination and organisational skills to manage scope of role within days permitted
- Commitment to a high standard of personal appearance and conduct that is clean, neat, tidy, punctual and respectful in language and manner towards staff, patients, residents and visitors
- Current drivers licence



Must comply to having or completion of:

- National Police Check (renewed every 3 years)
- Working with Children Check (renewed every 5 years)
- NDIS Worker Screening Check (renewed every 5 years)
- Immunisation requirements (annually)

Acknowledgement

Employee Name	
Employee Signature	Date
Manager Name	
Manager Signature	Date
Developed Date (MM,YY)	
Developed By Name	
Developed by Title	

