

Nurse Educator – Acute Services

Mildura Base Public Hospital



About Mildura Base Public Hospital

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. MBPH is a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement.

Mildura Base Public Hospital is a 172 bed (level 1) tertiary teaching hospital. The hospital provides public hospital services on behalf of the Victorian Government to the community of Mildura and the Sunraysia District. The hospital provides a suite of acute services including emergency, maternity, intensive care, general medicine and surgery, oncology, medical imaging, pathology, dialysis, mental health (inpatient and community services) and a number of ambulatory services.

Mildura Base Public Hospital is affiliated with Monash and La Trobe Universities for the provision of undergraduate and postgraduate medical, nursing and allied health education. Affiliations also exist with other universities for clinical placement and training.

Mildura is located in North West Victoria on the Murray River approximately 600 kms from Melbourne and 380 kms from Adelaide.

The population of Mildura and surrounding district (Sunraysia) is approximately 80,000. The region has several daily air services from Mildura to Adelaide and Melbourne taking approximately 1 hour.

Renowned for its warm climate, the Mildura region receives the highest sunshine hours in Victoria, being an average of 8.6 hours per day (over 12 months), as well as the highest number of clear days in Victoria, being 132 per annum. The average annual minimum temperature is 10.3°C and average annual maximum temperature is 23.6°C.

The region is home to a wide range of quality early years, primary, secondary and further education services including child care, kindergartens, public and private primary and secondary schools, university campuses, TAFE and registered training providers.



Services

Mildura Base Public Hospital provides an extensive range of services.

Specialties include:

- Cardiology
- Community and Inpatient Mental Health Services
- Chemotherapy
- Day Surgery
- Dialysis
- Emergency Services
- ENT Surgery
- Faciomaxillary Surgery
- General Medicine
- General Surgery
- Gerontology
- Hospital in the Home
- Intensive Care
- Obstetrics and Gynaecology
- Oncology
- Ophthalmology
- Orthopaedics
- Paediatrics
- Psychiatry
- Rehabilitation Services
- Urology

Comprehensive Pathology, Imaging, Pharmacy and Allied Health Services are also available on-site. Resident medical staff provide medical cover 24 hours a day, working in liaison with visiting medical officers.



The Role

POSITION SUMMARY

The Nurse/Midwifery Educator holds a key leadership position in the specified clinical area(s) and across the organisation, facilitating the development of and supporting a culture of continuous learning and enquiry by the Nursing and Midwifery workforce at MBPH.

The Nurse/Midwifery Educator collaborates with the People and Culture team to inform the development, delivery and evaluation of education resources to meet individual and organisational learning and developmental needs, supporting the delivery of a patient centred service that embodies evidence-based practice.

All staff at Mildura Base Public Hospital should have, or aspire to the personal qualities, knowledge and skills as described in the Mildura Base Public Hospital Staff Capabilities Statement. Refer to link at top of page.

As a Nurse/Midwife at MBPH you may be required to work within different sites or departments if required

KEY RESPONSIBILITIES AND DUTIES

- Collaborate with the Education Department to develop, implement and evaluate the department orientation.
- Collaborate with the Education Department and Unit Manager to identify educational needs through a variety of means (i.e. monitoring staff performance, needs assessment, continuous safety and quality improvement activities), to develop and maintain the clinical education program for a specified clinical area(s), contributing to hospital wide education as required.
- Collaborate with the Unit Manager to develop and maintain optimal staff skill sets to meet the needs of the clinical patient case-mix.
- Responsible for the identification and relationship management between preceptors and new staff, monitors the performance of the preceptors in their support of new staff and provides coaching and constructive feedback to preceptors.
- Provide mentorship, educational leadership, supervision, assessment and coaching to the nursing/midwifery workforce ensuring as far as practicable, consistency of education and clinical practice.
- Assist the Unit Manager to monitor and facilitate staff compliance with training requirements and maintenance of accurate documentation and reports to provide evidence that training/competency compliance is maintained at required standards.
- Support the Unit Manager with performance appraisal and development activities within specific clinical unit(s), assisting with performance development plans to identify and support individual learning needs.



The Role cont.

- Facilitate education using adult learning principles and a blended learning approach.
- Collaborate with the multi-disciplinary team to promote interprofessional education.
- Manage the team of Clinical Support Nurses/Midwives, providing coaching, mentoring and support in their role.
- Responsible for the coordination of graduate programs, where relevant, and with exception of the General Graduate Nurse Program, including recruitment in line with the Post-Graduate Medical Council of Victoria (PMCV) Business Rules.
- Responsible for the coordination of post-graduate programs, including recruitment to where relevant, in collaboration with the Unit Manager, Principal Nurse Educator and Human Resources, completing post-graduate assessments as required.
- Act as a mentor and role model.



Key Selection Criteria

1. MANDATORY REQUIREMENTS

National Police Record

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined “child-related role” at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Association

For example, AHPRA, AHRI, etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

2. SPECIALIST EXPERTISE:

- Registration with AHPRA as a registered nurse/midwife without conditions
- Post graduate qualification in relevant speciality
- Postgraduate qualification in education or equivalent is highly desired
- Current Certificate IV in Workplace Training and Assessment or willingness to complete within 12 months



Key Selection Criteria

- Demonstrated advanced clinical knowledge and/or minimum of 5 years' experience in the relevant area of specialty
- Demonstrated skills and experience in the supervision, mentoring and performance development of staff in an acute care clinical setting
- Demonstrated experience and skills in development, facilitation and delivery of clinically situated training, education programs and presentations
- Demonstrated computer literacy, in particular, competence with Microsoft Office applications

PERSONAL ATTRIBUTES:

- High level of self-confidence
- Ability to interact and communicate with a diverse range of people at all levels
- Demonstrated problem solving and analytical ability in an acute care clinical setting
- A personal approach which is positive, enthusiastic, friendly and helpful
- Commitment to ongoing professional development of self
- Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
- Ability to work as part of a team, as well as to work independently
- Flexibility to operate in an environment of change and continuous improvement



Remuneration

A competitive remuneration package will be negotiated with the successful applicant. The Total Remuneration Package (TRP) is inclusive of:

- Base Salary
- Superannuation

Other benefits:

Salary packaging benefits are also available.

How to Apply

Applications should include a:

- Covering letter incorporating a response the Key Selection Criteria
- Current CV; and
- Completed Application Form (available on the HRS web site).

Applications can be lodged online via the HRS web site or by email at hrsa@hrsa.com.au

Applications Close: 19 September, 2021

Further Information

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