

Position Description – Clinical Support Nurse

Position	Clinical Support Nurse
Classification	Clinical Support Nurse – RN28
Award	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028
Reports to	Clinical Educator
Direct reports	Nil
Key relationships	Clinical Educator, Clinical team members, Allied Health and Medical students, NUMs, external education providers, Executive Manager People, Culture and Safety
Hours of Work	As per individual contract of employment

About Rural Northwest Health

Rural Northwest Health employs approx. 300 team members across the campuses of Warracknabeal, Beulah and Hopetoun.

Rural Northwest Health is focused on caring and supporting people to be healthy and living a full life. Our organisation is committed to delivering our strategic goals for 2020-2025:

- Our care – we will focus on safety, quality and accessibility in delivering healthcare across our community.
- Our team – we will focus on our culture, skilling our team and ensure we have effective and fit for purpose systems to make RNH an impactful and progressive organization.
- Our partnerships – we will focus on collaboration both within and beyond the healthcare sector to meaningfully engage with our communities.

OUR VISION

Strong, healthy, vibrant rural communities.

OUR MISSION

To promote wellness, enhance health, and support healthy ageing.

WHAT DEFINES US



We are committed to excellence



We listen and collaborate



We are caring and connected



We are friendly and enjoy our work



We are lifelong learners

Position summary

The Clinical Support Nurse is responsible for providing clinical supervision and mentoring to Registered and Enrolled Nurses, and graduate nurses and undergraduate nurses on placement, as well as newly appointed or less experienced team members to provide clinical learning support to ensure the delivery of high-quality care.

Key responsibilities

- Liaise with external education providers to facilitate clinical placements for medical, nursing and allied health students and to ensure that RNH continues to work towards their targets for student placements.
- Management Placeright Information Management System to co-ordinate student placements.
- Provide direct and indirect clinical supervision to nursing team members, as required.
- Provide guidance, clinical supervision and support to participants of the Registered and Enrolled Graduate Nurse program, and undergraduate students.
- Provide ongoing feedback to students and graduates, and completes assessment and associated documentation in line with requirements set.
- Acts as a resource in problem solving patient and resident care issues.
- Assists the Unit Managers and senior nursing staff to identify and provide clinical support with learning plans.
- Contribute to the development of nursing practice in response to current nursing research and trends, and patient and resident needs.
- Assists with the introduction of new nursing practices, products and equipment.
- Provides current clinical input into the development of clinical standards as they relate to residents and patient care, and nursing practice.
- Acts as a mentor for clinical preceptors.
- Is responsible for the orientation of student nurses and assists in orientation for graduate nurses.
- Assists with the delivery of the Graduate Nurse Program study days and the clinical education plan as required.

Key position accountabilities

Leadership, Communication and Stewardship

- Influences other team members to bring their best by providing encouragement and being thankful.
- Speaks with others respectfully and in a way they can understand.
- Recognises when a person has communication needs beyond own skills and finds help.
- Acts in a way that values diversity.
- Takes care when using physical resources and environment.

Quality and Improvement

- Takes pride in a personal presentation.
- Works consistently in line with policies, practice standards and work plans
- Maintains quality of own work
- Asks for help and guidance when tasks are outside experience and competence.
- Supports others to achieve team goals.
- Makes changes in own work practice and offers suggestions to improve services and care.

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- Understands and acts according to role to achieve the Aged Care Quality Standards and National Standards.
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Health and Safety

- Acts in a way that maintains health and safety for self and others that come in contact with the work area.
 - Adheres to safe work practices relevant to role.
 - Promptly reports issues that might put self or others at risk, incidents and near misses in ways appropriate to role.
 - Cares for others by speaking in a courteous and respectful manner at all times.
 - Knows what to do in an emergency relevant to role.
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Personal and professional development

- Maintains practice within frameworks established by legislation, national and state policy.
 - Keeps up to date with mandatory education requirements for the role.
 - Discusses with manager about abilities and capabilities needed for role.
 - Recognises areas of strength and areas for development.
 - Takes part in personal development plans with manager and/or team leader.
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Information management

- Communicates accurate and relevant information to appropriate people and in line with role and organisational policy.
 - Uses social media responsibly and respectfully at all times.
 - Comply with legislative requirements related to documentation and information pertaining to residents, team members and the operations of all Rural Northwest Health facilities.
 - Utilises information technology as appropriate in the performance of the role.
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Key selection criteria

Essential

1. Registered Nurse with a minimum of three years' experience.
 2. Knowledge of adult education principles.
 3. Sound clinical skills and passion for clinical education.
 4. Knowledge of contemporary clinical care issues across aged, acute and community health.
 5. Ability to work autonomously and meet strict deadlines.
 6. Strong organisational skills that reflect the ability to perform and prioritise multiple tasks seamlessly with excellent attention to detail.
 7. Excellent written and verbal communication skills, including computer skills.
 8. The ability to complete reports.
 9. Strong interpersonal skills and demonstrated collaboration with an inter-disciplinary team.
 10. Demonstrated ability to interact with team members and students from different educational levels and cultural backgrounds.
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11. Commitment and willingness to participate in continuing training and education related to area of employment.
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Certificates, licenses and registrations

- Current registration as a nurse with AHPRA.
 - Current satisfactory employee police check, dated within 12 months of commencement date.
 - Current employee working with Children’s check.
 - Current NDIS Check.
 - Current driver’s licence.
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Other requirements

The role must be fully vaccinated for COVID-19 and provide current evidence of immunisation history and/or serology results.

Employee declaration

I declare that I understand the position description and the requirements of this position. I declare that I have the capabilities to fulfil the key responsibility areas of this position.

I understand that the information provided in this document is a general outline and does not encompass all aspects of the position.

Employee signature _____

Employee name (please print) _____ Date ____/____/____