

Position Description

Position Title	CNC – Simulation		
Unit / Branch	The Royal Children's Simulation Program - Department of Medical Education		
Classification	RN Grade 5A - 5B ZA7 - ZA8	Employment Status	0.5 EFT (Fixed term to commence asap, until 30 th June 2023, job share considered)
Position reports to	Head of Simulation		
Location	The Royal Children's Hospital, Flemington Road, Parkville		
Position Contact	Operational: Head of Simulation Professional: Director, Nursing Education		

The Royal Children's Hospital

The Royal Children's Hospital (RCH) provides secondary and tertiary care to children and young people across the northern and western suburbs; specialist paediatric healthcare to the children of Victoria, Tasmania, southern NSW and parts of South Australia; and is the designated statewide provider of services including paediatric trauma, rehabilitation and forensic medicine. As a **quaternary** centre for complex cardiac surgery and organ transplantation, the RCH cares for the sickest children from around Australia.

The hospital employs over 5,000 staff and has an annual budget of \$620million. It moved to a new, multi-award winning building at 50 Flemington Rd, Parkville.

The Royal Children's Hospital is committed to the safety and wellbeing of all children and young people. Click here for further information on our Commitment to Child Safety: <http://www.rch.org.au/quality/child-safety/>

The RCH values and pursues innovation, and in April 2016 became the first Australian hospital to implement the world-leading 'Epic' electronic medical record (EMR). The EMR includes an online portal to give families and young people the ability to manage and change appointments, quickly receive test results and renew scripts, and review outpatient notes. The EMR is a major investment in the digital transformation of healthcare: The real-time capture and analysis of data to drive improvements in care, and ultimately achieve better health outcomes for young patients.

The Royal Children's Hospital is part of the Melbourne Biomedical Precinct, home to more than 45 world-class biomedical organisations and nearly 50,000 of the brightest minds working together to make the Precinct number one in Asia Pacific.

Further information on RCH is available at www.rch.org.au

ROLE PURPOSE

The Simulation Educator:

- Acts as a Consultant in Simulation-Based Education to train RCH Staff and external stakeholders at Victorian healthcare centres to develop, and facilitate simulation-based education.
- Acts as a Consultant in Simulation-Based Education to promote, develop, coordinate, facilitate, enable, and evaluate the delivery of inter-professional Paediatric Deteriorating Patient and Communication Simulation Programs for Medical, Nursing, Allied Health healthcare workers, and non-clinical staff across the Melbourne Children's Campus, in addition to external stakeholders at healthcare centres delivering care to children across Victoria.

KEY ACCOUNTABILITIES

Direct Comprehensive Care

- Acts as a consultant in Simulation Based Education to deliver a 'state-of-the-art' interprofessional Paediatric Simulation Program to the Melbourne Children's Campus and the wider Victorian Paediatric Healthcare community to improve the safety and outcomes of children across Victoria
- Through Simulation-based Education, promotes the achievement of a high standard of practice, established on current evidence based practices resulting in optimal patient outcomes

Support of Systems

- Builds interprofessional simulation education capacity within departments through assisting with train-the-trainer programs and mentoring department based simulation champions
- Acts as a consultant in the support and / or implementation of other RCH and Victorian Simulation education programs and projects as required, through engagement with the RCH Campus Education Hub
- Develops and facilitates RCH and statewide specific simulation education material (skills facilitator guides, simulation scenarios, education programs) addressing identified educational needs, in partnership with the Head of Simulation
- Demonstrates an understanding of the NSQHS accreditation process and seeks to continually improve standards within and external to the RCH
- Liaises with the Simulation Technologists with facilitating technical support for simulation programs

Education

- Assesses and determines the suitability of simulation-based education across the Melbourne Children's Campus and Victorian Paediatric Healthcare Network
- Demonstrates flexibility and creativity in identifying resources to meet learning needs
- Promotes the utility of simulation as an educational tool for health professionals across the organisation locally, nationally and internationally
- Promotes and facilitates delivery of an effective paediatric interprofessional simulation-based post-graduate and vocational education programs across RCH, Victorian and International paediatric healthcare centres
- Coordinates, facilitates and monitors standardised formal and informal evaluation of various components of the RCH Simulation Program

Research

- Contributes to the RCH Simulation Program Research agenda
- Demonstrates a commitment to the support and facilitation of research activities undertaken within the organisation in relation to education in order to provide best practice and promote excellence in patient care
- Develops evaluation strategies and implements same to determine outcomes Simulation-based Education programs
- Participates and presents the outcomes of Simulation Programs at National and International conferences

Professional Leadership

- Demonstrates leadership in developing and delivering Simulation-based Education across the Melbourne Children's Campus and Victorian Paediatric Healthcare centres
- Acts as a consultant and resource to all staff within the hospital and across Victoria regarding the use of simulation as an education tool
- Demonstrates highly developed interpersonal/communication skills with all stakeholders
- Contributes to an effective communication strategy to ensure the Simulation Educator is an integral part of the Royal Children's Simulation Program, broader RCH education teams, and Victorian paediatric centres
- Participates in relevant committees, forums and taskforces to promote the provision of optimal health care to patients through Simulation-based Education
- Attends and participates in Peer supervision as a formal process of reflective practice and support to enable ongoing professional development
- Collaborates with all stakeholders to maintain and facilitate a commitment to ongoing inter professional education and professional development of staff within and external to, the Melbourne Children's Campus
- Demonstrates a commitment to own professional development, identifying areas for own professional development and development of a plan of action
- Encourages a climate that enables and empowers staff to contribute their views in a professional and constructive manner
- Initiates and maintains affiliations with relevant professional bodies

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Extensive acute paediatric clinical experience

Desirable:

- Post graduate qualification in nursing, paediatrics or equivalent
- Demonstrated understanding and experience with adult learning
- Significant experience in the design and delivery of interprofessional simulation-based education in healthcare
- Completion of a Simulation Train the Trainer Program or equivalent
- The ability to participate in the delivery of an outreach Paediatric Simulation Program at healthcare facilities across Victoria, which may involve overnight stays in regional areas
- Competent computer and administration skills (Microsoft office)

- Knowledge of computer hardware equipment and software applications relevant to simulator functions
- Certificate IV in Workplace Assessment and Training or equivalent
- Demonstrated commitment to own professional development
- Some experience in simulation technology

Other Requirements:

- *Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment.*
- *Employees are required to maintain a valid Working with Children's Check throughout their employment.*
- *A current, full drivers licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)*
The employee needs to ensure that they maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

KEY SELECTION CRITERIA

- Relevant experience developing and delivering interprofessional simulation based education
- Demonstrated ability to work autonomously in project management
- Proven ability and skills to build collaborative relationships and work effectively in an interprofessional team
- Excellent communication and interpersonal skills with health professionals at clinical and executive level
- Demonstrated ability to identify education and developmental needs of staff
- Demonstrated flexibility in responding to the education needs of staff
- Demonstrated critical thinking and problem solving skills
- Demonstrated ability to be innovative, resourceful and adaptive to change
- Demonstrated commitment to quality improvement
- Relevant computer and simulation technology skills

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other’s company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren’t right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don’t hold back – I’m all in.

QUALITY, SAFETY AND IMPROVEMENT

RCH Employees have a responsibility and accountability to contribute to the organisation’s commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, all members of the LGBTQI community and people with disability.

Position Description Last Updated

January 2021