

Position Description

Position title	Clinical Nurse Educator – PIPER Neonatal Outreach
Department / Division	PIPER Nursing
Classification	XB1-XB2
Position reports to	Operational: Director, PIPER Professional: Nurse Unit Manager, PIPER
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *a world where all kids thrive*.

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

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

ROLE CONTEXT

PIPER

The role of the Paediatric Infant Perinatal Emergency Retrieval service is to improve health outcomes for newborn babies, children and women by:

- Providing emergency consultation and medical retrieval services for babies, infants, children and adolescents
- Providing emergency referral and inter-hospital transfer coordination for high risk pregnant women
- Providing a "return" transfer service to facilitate ongoing care being provided closer to home
- Coordinating and Monitoring NICU/PICU bed utilisation in Victoria.
- Collaboration with key stakeholders in the planning and implementation of strategies to improve neonatal and maternity services in Victoria. PIPER provides advice on organisation of facilities for newborn care.
- Providing specific education on neonatal and paediatric resuscitation and stabilization prior to arrival of the retrieval team.
- Outreach education specifically focusses on the non-tertiary health services who refer to PIPER.
- Providing information, resources and advocacy for newborn babies, children and high risk obstetric women.

PIPER utilises evidence based Clinical Guidelines, Policies and Procedures within an environment of innovation, education and advocacy. The contributions of our employees, consumers, diverse communities and other agencies that share our goals are fundamental to our success. Our resources are committed to health services that ethically, socially and financially responsible.

ROLE PURPOSE

PIPER Outreach Education provides:

- A continuing education program in newborn nursing care for midwives and nurses of level 1-5 hospitals throughout the State of Victoria.
- Continuing education sessions on topics nominated by host hospital staff, universities, ambulance service and allied health organisations
- A consultancy service with regard to equipment purchase, developing nursing policies, formulating nursing care standards and requirements for Level 1 -5 hospitals throughout the state of Victoria
- Learning packages for self-directed learning
- Web-based resources for self-directed learning
- Teleconferences (to Victorian and Tasmanian hospitals predominantly, but available Australia-wide) on all aspects of neonatal care.
- Advanced resuscitation programs for neonatal and paediatrics to all Hospital throughout Victoria
- Stabilisation Lectures for level 1-5 hospitals throughout the state of Victoria

KEY ACCOUNTABILITIES

Direct Comprehensive Care

- Leads the development, coordination and implementation of programmes, study days or educational activities for nurses and medical staff as part of the PIPER outreach education Program
- Works in Partnership with other health care services to develop and deliver professional learning opportunities
- Develops, manages, updates and disseminates protocols within PIPER and contributes to development of statewide guidelines
- Provide formal education and educational resources
- Develop and review self- directed learning packages pertaining to the care of sick infants/children

- Works together with other Nurse Educators to provide Basic and Advanced Resuscitation Training
- Develop and provide web-based resources, clinical teaching resources and education programs
- Participate and present using multimedia formats on all aspects of clinical care of the infant/paediatric patient
- Represents PIPER in providing consistent consultancy advice in regard to equipment, development of nursing policies, formulating nursing care standards for Victorian hospitals
- Liaises with Interstate Retrieval Services, contributes to benchmarking projects
- Acts as a resource for other Hospital units that PIPER service as well as Ambulance Victoria.
- Responsible together with other Nurse Educators for management all resources allocated to and required for the provision of high quality professional education.

Support of Systems:

- Coordinates Neonatal and Paediatric outreach nursing education activities
- Provides direct and indirect educational support to key external stakeholders
- Contribute to the review and development of relevant policies and procedures
- Contributes to RCH wide committees, projects and initiatives
- Works in partnership with key internal and external stakeholders to build and maintain relationships which lead to the development and delivery of education programs
- Promote excellence in nursing practice through professional leadership, role modelling and implementation and education of evidence based practices

Research:

- Leads or participates in the development and evaluation of evidence based clinical guideline and protocols related to retrieval processes
- Participate in the evaluation/accreditation of unit/hospital evidence based practice guidelines, procedures and protocol
- Provides support and participates (where appropriate) in research initiatives
- Initiates, leads and participates in relevant unit based research programs.
- Establishes systems to evaluate the effectiveness of all education and learning activities
- Applies advanced knowledge to contribute to patient safety and opportunities to improve outcomes
- Contributes to quality improvement activities aligned with RCH strategic goals
- Presents at relevant conferences, leads and contributes to publication of clinical outcomes or nursing research in peers reviewed journals

Education:

- Coordinates administrative and educational requirements of programmes, study days
- Teaches, coordinates and develops professional development sessions/days for both PIPER and hospital wards as requested
- Participates in the development and evaluation of evidence based clinical guidelines, educational and clinical research
- Facilitates the delivery of effective, sustainable and cost efficient program content that can be standardised for use across multiple centres
- Works with other colleagues to develop their capabilities & achieve competencies
- Develops education and learning opportunities to support the introduction of new skills and technologies into the unit/hospital and contributes to hospital wide education programs
- Supports and develops collaborative relationships with other health care providers to enhance learning and promote excellence in neonatal and Paediatric practice
- Mentors, provides peer support, shares knowledge and gives guidance to the retrieval nurses and doctors, other RCH staff and staff from referring hospitals

- Attends conferences and courses and continuing educational activities to ensure that skills and knowledge are current and all required competencies and hours for continued professional development are complete
- Attends and contributes to relevant research and educational forums within RCH
- Ensures that all staff are provided opportunity to achieve mandatory requirements
- Participates in case conferences, external reviews and other educational forums as required by PIPER Management
- Leads or participates in outreach education sessions as requested by PIPER Education and management

Professional Leadership

- Collaborates with external educators and managers to support external organisations with educational requirements
- Acts as a professional role model
- Support, mentor and develop other members of the nursing education team
- Designs and implements continuing professional education that promotes excellence in Neonatal and paediatric practice
- Collaborates with Nurse Unit Manager and staff to identify the education needs of the unit and develop a unit based education plan
- Fosters a culture of learning by acting as a positive role model for all staff in areas of professional development
- Provide professional nursing leadership and support to achieve excellence in nursing practice in paediatrics & own specialty area
- Contributes to the preparation of program documents.
- Build and maintain relationships with internal and external stakeholders
- Demonstrates leadership by actively evaluating current body of nursing knowledge, initiating and implementing health care innovations, promotes evidence based practice, and contributes to education, research and service development activities in retrieval.
- Is a recognised leader and attends APN meetings at RCH, and actively participates in professional activities of the group to promote nursing excellence and professional development
- Leads by example through use of evidence based protocols and sound clinical decision making processes
- Attendance and participation in peer supervision as a formal process of reflective practice and support to enable ongoing professional development.
- Evidence of positive role modelling and adopting solution focused approaches to the resolution of issues

QUALIFICATIONS AND EXPERIENCE

(Those qualifications or that experience that is required for the successful candidate to be able to perform the role. Please note that a qualification can only be mandatory if they must have it to be able perform the role – e.g. Doctors, Nurses etc.)

- E.g. Demonstrated experience in providing high level advice to senior managers on a range of industrial relations matters.
- E.g. A tertiary qualification in Human Resources or relevant area would be highly desirable.

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)

- Post graduate qualifications in Neonatal, Paediatric Intensive care
- Ability to lead, coordinates and facilitates clinical educational programs
- Certificate IV in Workplace Training & Assessment or equivalent (desirable)
- Preceptorship experience and knowledge (desirable).
- Small or large group teaching experience (desirable).
- Post graduate qualification in education (or working toward)
- Track record in developing and carrying out research
- Advanced skills in design and development of web based tools for education
- Project or Program management experience
- Relevant clinical experience within a Neonatal or Paediatric acute care setting
- Demonstrated skills in developing and evaluating education programs
- Able to travel as needed by the requirements of the PIPER outreach education

Desirable:

- A demonstrated commitment to quality improvement activities, and ability to implement improved strategies
- Demonstrated commitment to clinical education of others
- Proven experience in small group teaching and group presentations
- Relevant computer skills
- Demonstrated ability to liaise with a wide range of key stakeholders
- Critical thinking and problem solving skills
- Excellent organisational skills and ability to work unsupervised and autonomously

KEY SELECTION CRITERIA

- Relevant clinical experience within a Neonatal or Paediatric acute care setting
- Demonstrated skills in developing and evaluating education programs
- Excellent interpersonal skills and the ability to effectively communicate with multidisciplinary teams and key stakeholders
- High commitment to the provision of excellent patient care
- A demonstrated commitment to quality improvement activities, and ability to implement improved strategies
- Ability to lead, coordinates and facilitates clinical educational programs
- Demonstrated commitment to clinical education of others
- Proven experience in small group teaching and group presentations
- Ability to motivate, support and encourage staff to further develop clinical and professional skills
- Demonstrated commitment to ongoing personal and professional development
- Relevant computer skills
- Demonstrated skills in planning and coordinating care delivery
- Proven ability and skills to build collaborative relationships and work effectively in a multidisciplinary team
- Demonstrated ability to liaise with a wide range of key stakeholders
- Critical thinking and problem solving skills
- Excellent organisational skills and ability to work unsupervised and autonomously
- Demonstrated ability to lead people through change
- Able to travel as needed by the requirements of the PIPER outreach education

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 Check throughout their employment
- A current, full driver's 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)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

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

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

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, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

Feb 2026