

Position Description

Position title:	Clinical Educator - Simulation (Midwifery)
Department:	Gandel Simulation Service
Classification:	RN 35
Agreement:	Nurses and Midwives (Victorian Public Health Sector) Enterprise Agreement 2024-2028
Reporting to:	Manager - Gandel Simulation Service

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is **'Creating healthier futures for women and babies'**. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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About the department/unit

Gandel Simulation Service (GSS) in partnership with The University of Melbourne is a Translational and Educational Simulation service. GSS works within a High Performance Teams framework to provide interprofessional education and clinical skills training. GSS utilizes a variety of simulation modalities combined with human factors, quality improvement, and implementation science to optimise teamwork, communication and patient safety. GSS is highly regarded for the expertise within its multiprofessional team and has been recognized for its innovation within health care. GSS currently participates in the delivery of in-situ maternity emergencies training, educational simulation for Homebirth, Advanced Neonatal Resuscitation (NeoResus®), Visually Enhanced Mental Simulation (VEMS) for activation of Massive Haemorrhage protocol, and other activities that respond to clinical demands. GSS has a partnership with the University of Melbourne and delivers workshops related to simulation education.

GSS supports the Best Practice Clinical Learning Environment (BPCLE) Framework and more specifically the elements that underpin an innovative and dynamic learning environment:

1. An organisational culture that values learning.
2. Best practice clinical practice.
3. A positive learning environment.
4. A supportive health service-training provider relationship.
5. Effective communication processes.
6. Appropriate resources and facilities.

Position purpose

The Clinical Educator – Simulation (Midwifery) is a core leadership role within the Gandel Simulation Service which supports the Women's interprofessional simulation program and reports on key prescribed deliverables. The role is instrumental in the delivery of simulation for the maternity service.

Key responsibilities

Clinical practice

- Utilise midwifery expertise in the delivery of maternity simulation activities.
- Deliver on prescribed simulation-based education activities and programs.
- Participate in translational simulation activities and support the leadership team in development and coordination.
- Conduct activities in relation to the planning, delivery, and evaluation of simulation-based education and translational simulation including pre-briefs, equipment and room preparation, scenario development, debriefing, and evaluation and reports.
- Oversee the use of relevant equipment and supplies for use in simulation activities.
- Any other duties as required that meet relevant standards and recognised practice.

Communication and teamwork

- Conduct simulation activities within a High Performing Teams framework to promote communication and teamwork.
- Ensure that prebriefing and debriefing is conducted in a psychologically safe manner.
- Provide participants with sufficient information to effectively participate in simulation.

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Quality, safety and improvement

- Ensure that any risks or latent threats that are identified during simulation are escalated to the GSS Manager and recorded in the appropriate register.
- Ensure equipment is maintained and any repairs undertaken in a timely manner.
- Support patient actors to participate in simulation.

Learning and development

- Be willing to undertake training related to Faculty Development and participate in team activities that build knowledge and capability.
- Have a curious mindset and be motivated to improve skills and improve knowledge.
- Ensure organizational competencies are completed within the relevant timeframe.

Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Key selection criteria

Experience/qualifications/attributes

Essential:

- Registered Midwife or Registered Midwife/Nurse with extensive post registration experience.
- Clinical skills in emergency management/scenarios.
- Demonstrated passion for collaborative practice.
- Excellent critical thinking skills and attention to detail.
- Demonstrated initiative and self-direction, with a flexible 'can do' approach and attitude.
- Computer literacy in Word/Excel/PowerPoint/MS Project/Email software applications.
- Strong verbal and written communication, with public speaking skills.
- High level coordination and organisational skills.

Desirable:

- Postgraduate qualification in education, simulation or other relevant field or currently working towards.
- Experience or qualification in debriefing
- Recent experience in a similar role and/or advanced clinical experience in a maternity service.
- Experience in simulation or clinical education.

Organisational relationships

Internal relationships

- GSS team members
- Department managers/team leaders
- All clinical and non-clinical staff
- Clinical Education team

External relationships

- GSS key external stakeholders
- VMIA

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Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	Not applicable
Sitting – remaining in a seated position to complete tasks	Frequent
Standing – remaining standing without moving about to perform tasks	Frequent
Walking – floor type even, vinyl, carpet,	Frequent
Lean forward/forward flexion from waist to complete tasks	Occasional
Trunk twisting – turning from the waist to complete tasks	Occasional
Kneeling – remaining in a kneeling position to complete tasks	Occasional
Squatting/crouching – adopting these postures to complete tasks	Occasional
Leg/foot movement to operate equipment	Rare
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	Occasional
Lifting/carrying – light lifting and carrying less than 5 kilos	Rare
– Moderate lifting and carrying 5 – 10 kilos	Occasional
– Heavy lifting and carrying – 10 – 20 kilos.	Rare
Push/pull of equipment/furniture – light push/pull forces less than 10 kg	Rare
– moderate push / pull forces 10 – 20 kg	Occasional
– heavy push / pull forces over 20 kg	Rare
Reaching – arm fully extended forward or raised above shoulder	Rare
Head/neck postures – holding head in a position other than neutral (facing forward)	Rare
Sequential repetitive actions in short period of time	Rare
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers/hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Not applicable
Sensory demands	Frequency
Sight – use of sight is integral to most tasks completed each shift	Frequent
Hearing – use of hearing is an integral part of work performance	Frequent
Touch – use of touch is integral to most tasks completed each shift	Frequent
Psychosocial demands	Frequency
Observation skills – assessing/reviewing patients in/outpatients	Rare
Problem solving issues associated with clinical and non-clinical care	Frequent
Working with distressed people and families	Occasional
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Occasional
Exposure to distressing situations	Rare

Definitions used to quantify frequency of tasks/demands as above

Prolonged/constant	70 – 100 % of time in the position
Frequent	31 – 69 % of time in the position
Occasional	16 – 30% of time in the position
Rare	1 – 15% of time in the position
Not applicable	0% of time in the position

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Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: 1/7/25

Developed by: Franki McMahon

Date of next review: 1/7/26

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