

Alexandra District Health - Position Description

Position Title:	Training and Development Coach
Directorate/Team:	Clinical Services
Classification/Award:	As per relevant award dependant on qualifications and experience. Nurses and Midwives (Victorian Public Sector) (Single Interest Employer) Enterprise Agreement 2016 – 2020.
Date Approved:	October 2020
Approved by:	Director of People and Culture

ALEXANDRA DISTRICT HEALTH

Alexandra District Health (ADH) is the major health service organisation within the Shire of Murrindindi and has a long and proud history in health related service provision to the area, providing inpatient and outpatient services including specialist medical services, operating theatre services, radiology, pathology and district nursing. In addition, the hospital delivers community health services including a wide range of allied health and health promotion services.

ORGANISATIONAL RELATIONSHIPS

Reports to: Manager Training and Development

Manages/Coordinates: N/A

KEY RESPONSIBILITIES AND DUTIES

The Training and Development Coach will assist the Manager Training and Development with the implementation of the ADH Education Framework.

The Training and Development Coach will engage in coaching, education and support processes,, facilitation of skills development, using adult learning strategies, supported practice and clinical assessment tools to achieve these goals within a person-centred philosophy.

The Training and Development Coach is responsible for:

- Assisting in the provision of point of care educational interventions to achieve clinical skill and practice development for nurses and midwives and to stimulate a culture of learning and development within the organisation.
- Ensuring that mandatory training requirements are met
- Supporting staff induction requirements, supporting preceptor and learner practices and evidence-based learning and development
- Coaching for the maintenance of safe and competent practice
- Assisting the Manager Training and Development in the provision of training, coaching and assessment activities for all staff across ADH
- Assisting with the integration of the principles of contemporary education into the ADH Education Framework
- Working with undergraduate students to identify expected learning outcomes to be achieved during the orientation and induction process.
- Assisting with the facilitation of the Graduate Nurse programs, assisting them to successfully complete both the theoretical and clinical components of the program in consultation with the allocated preceptor as requested by the Manager Training and Development
- Working individually with students, graduates or employed staff as identified by the Manager Training & Development or area manager

- Assisting the Manager Training and Development to implement the annual training calendar by working with facilitators as required to effectively plan, develop, implement and evaluate education sessions as per the schedule
- Assisting as required with the maintenance of the ADH Learning Management System (iLearn)
- Attending the relevant ADH operational committee meetings as required
- Participation in the ADH Quality Improvement Program
- Acting in a professional and ethical manner at all times
- Participation in the annual performance appraisal process
- Performing other duties reasonably required as directed

SPECIALIST SKILLS AND KNOWLEDGE

Essential

- Current registration with Nursing and Midwifery Board of Australia as a Registered Nurse
- Experience in a similar role
- Current certification in Basic Life Support and/or Advanced Life Support
- Certificate IV in Training and Assessment (or willingness to obtain within 6 months of appointment)

Desirable

- Current certification in Advanced Life Support
- Postgraduate qualification in education and training
- Paediatric clinical experience

KEY SELECTION CRITERIA

- Current registration with Nursing and Midwifery Board of Australia as a Registered Nurse
- Ability to provide evidence-based nursing research, education and peer support that fosters effective learning & development.
- Demonstrated experience and expertise in nursing
- Demonstrated ability in coaching staff to achieve the desired outcome
- Advanced program development skills
- Understanding of organisational learning within both an operational and strategic context
- Experience in leading others through facilitated learning initiatives
- Demonstrated application of an adult learning framework
- Experience in leading a team
- Well-developed communication, interpersonal and organisational skills
- Knowledge of and commitment to Continuous Quality Improvement (familiar with the National Safety and Quality Health Service (NSQHS) Standards would be advantageous)
- Current National Criminal History Record Check and Working with Children Check.

MANDATORY COMPETENCIES

The employee will meet the mandatory clinical and/or non-clinical competencies under the ADH mandatory training program.

The employee will be required to show evidence of successfully completing the ADH mandatory competencies, within the first six weeks of commencing the position.

It is expected at ADH that each employee must successfully complete mandatory training at least annually (where relevant).

ORGANISATIONAL MISSION, VISION AND VALUES

MISSION: Great healthcare, locally.

VISION: Partner with our community so together we create excellence in rural healthcare.

VALUES: Alexandra District Health staff work with each other according to the ADH values “**ADH CARES**”. The detail of these values is listed below and the behaviours expected against these values required when working for or representing ADH.

These values include:

Accessible:

- create a welcoming environment for all
- be responsive to community needs, inclusive of diversity
- provide information in a form that is easy to understand
- be responsive and creative to the changing needs of our community

Dedicated:

- go the extra mile for the people who attend our health service
- take pride in everything we do
- strive to do our best each and every time
- take action and find a solution to a problem

Holistic

- consider the treatment of the whole person, considering mental and social factors, rather than just symptoms of a disease
- consider all aspects of a person's health care journey
- strive to provide a complete service within our capabilities
- Work collaboratively to reach a desired goal

Compassionate

- be sympathetic and show care to patients, visitors and staff
- have empathy and make every effort to understand individual needs
- involve people in the decisions that affect them
- put ourselves in someone else's shoes

Accountable

- take responsibility for our actions
- ensure knowledge and adherence to ADH policy and procedures
- ensure we make decisions based on all relevant facts
- manage our resources to ensure an efficient health service

Respect

- value the worth of each and every person
- consider the views and ideas of others
- treat others how we expect to be treated
- maintain the privacy and confidentiality of others

Excellent:

- continuously strive to do better, learning from our mistakes
- be innovative in evidence-based healthcare
- strive to inspire and empower others
- do our best, each and every time

Safe:

- Ensure a safe health service for all patients, staff and visitors
- report issues of concern of risk and take action
- work within our scope of practice
- provide an inclusive environment for all.

OCCUPATIONAL HEALTH & SAFETY

All staff are expected:

- to comply with safety instructions in their work environment and to familiarise themselves with OH&S procedures. In addition, staff have the following responsibilities:
- to take reasonable care of their own health and safety as well as that of other people who may be affected by their conduct in the workplace.
- to seek guidance about new or modified work procedures.
- to ensure that any hazardous conditions are eliminated or minimised and that near misses and injuries are reported immediately to the supervisor.

If the role includes people management duties, these include the requirement to manage the health and safety of people under your control and support the actions contained in Alexandra District Health OH&S policies

SPECIAL REQUIREMENTS

- All staff will be required to satisfactorily complete a Police Records Check prior to commencing employment.
 - All staff will be required to have a Working with Children's Check
 - All Employees are required to advise the ADH People and Culture Department of any changes that may affect the current Police Records check status, and advise Management immediately.
 - Where an employee is required to drive a motor vehicle, each employee shall hold a valid driver's licence.
 - A completion of pre-existing injury or illness declaration will be required prior to appointment to a position.
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- All employees of ADH are bound to work according to the policies and procedures of Alexandra District Health, the Industrial Agreements that provide their terms and conditions of employment, any Scopes of Practice and professional codes of conduct established for your profession, the Code of Conduct for Victorian public sector employees and the provisions of the Fair Work Act, as amended from time to time.
 - All employees are required to familiarise themselves with these Policies and Procedures, Agreements, Scopes of Practice, Codes of Conduct and the relevant provisions of the Fair Work Act particularly those which relate to working harmoniously with other staff.
 - ADH is committed to promoting a culture of trust, integrity and honesty in the services it provides to its community, and in the administration of those services. To achieve the best health and wellbeing for its community, ADH needs to be able to provide support and services without fraud or corruption and reducing the ability or resources to achieve this goal.
 - All employees must comply with legislation, policies and lawful instructions in the performance of their work. All employees must report to their Manager, CEO or the People and Culture Department any workplace behaviour that violates any law, rule or regulation, or represents corrupt conduct, mismanagement of public resources, or is a danger to public health or safety, or to the environment.

I acknowledge:

- That I have read and fully understand the Position Description of the position.
- I agree that I accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- That ADH may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: _____ (Date) _____

(Print Name)