

Position Description

Position Title	Clinical Educator -RN
Position Number	30026918
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	RPN Grade 4
Classification Code	NP75 – NP77
Reports to	Senior Mental Health Nurse Consultant/Manager MHPDU
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The RN Clinical Educator delivers professional development programs and supervision to MHWS clinicians and students at Bendigo Health. The position ensures Mental Health nursing expertise informs the education and program development objectives of MHWS.

Responsibilities and Accountabilities

Key Responsibilities

- Provide professional support, education and training to MHWS staff, and assist clinical staff in meeting mandatory and required training and professional development goals
- Educators hold specific portfolios that can be shared and rotated within the team. e.g., policy, graduate programs, training packages (such as Prevention of Occupational Violence, Risk Assessment)
- Monitor and advise on standards of practice within MHWS and develop strategies to meet identified needs
- Provide nursing consultation for MHPDU programs and promote and model high professional standards and practice across MHWS
- Contribute to the review of policies and procedures relating to MHWS, and ensure they are in accordance with professional standards and best practice
- Contribute to and participate in quality improvement projects
- Supervise and monitor Graduate and Transition clinicians
- Support the co-ordination and preceptorship of student placements in MHWS
- Contribute to the coordination, development and teaching for the Graduate and Transition Clinician Programs study days
- In conjunction with senior staff and the MHPDU team, develop, implement and review the MHWS professional development programs
- Support and undertake research projects that align with the program objectives and as appropriate for the role
- Deliver specialist mental health training and consultation to internal and external services in keeping with the program objectives

Key Selection Criteria

Essential

1. Registered Nurse with Australian Health Practitioners Regulation Agency (AHPRA) with Post Graduate Diploma in a relevant mental health course or equivalent professional standing/experience or undergraduate specialisation with post graduate qualifications
2. Minimum five years' experience in mental health nursing practice in a range of clinical settings
3. Experience in the clinical supervision of students and clinicians in mental health settings
4. A sound understanding of nursing standards of practice and National Practice Standards for the Mental Health Workforce and ability to develop education programs to address identified needs
5. Ability to work co-operatively, productively and independently within a team setting as well as develop collaborative working relationships with internal and external partners
6. Flexibility to operate in an environment of change and continuous improvement, with the ability to learn and commit to ongoing professional development
7. Information technology skills and a familiarity with a range of computer software programs relevant to the role and aptitude to utilise online blended learning

Desirable

8. Demonstrated ability to effectively plan, implement and coordinate projects and professional development programs and schedules
9. Advanced interpersonal, teaching and communication skills with a diverse range of stakeholders

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.

- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.