Position Description: Clinical Facilitator

School: Nursing

Clinical Units: NUR125, NUR244, NUR343, NUR344 and NUR349

Position Summary
A clinical facilitator is a registered nurse, involved in current nursing practice, who is engaged to facilitate student learning in and off campus clinical setting and / or on campus setting.

Responsible to
Head of School via the Lecturer Clinical Practice / Director Clinical Education.

Role
The clinical facilitator will assist the students to develop the knowledge, attitudes and skills necessary for practice within the clinical environment as a beginning level registered nurse. The clinical facilitator will act as a professional role model for students and Charles Darwin University (CDU); and is responsible for maintaining positive relationships with health care agencies to enhance the learning experience.

Clinical facilitators will have highly developed communication and interpersonal skills, a strong work ethic and a commitment to research/ evidence-based practice.

Qualifications

Essential:
1. A registered nurse with a minimum of 3 years current and broad clinical nursing experience.
2. An unrestricted, current annual license certificate issued by the Australian Health Practitioner Regulation Agency (AHPRA).
3. A Bachelor degree in nursing
4. Post graduate qualification in a related area and or working towards/? equivalency.
5. Experience in clinical education/teaching of undergraduate nursing students, or other relevant teaching experience.
6. Willingness to undertake Grad Cert In Teaching/ Learning

Desirable:
1. A Master degree (specialty area/ education) and or working towards.
2. Clinical expertise in an area of nursing practice
3. Knowledge of the CDU curriculum

Role description
The clinical facilitator role involves three areas of responsibility; preparation for clinical experience, the clinical learning experience and evaluation of the learning experience.
Preparation for Clinical Education

The clinical facilitator will undertake activities designed to maximize the students’ clinical learning by:

- Taking a student-centred approach, being patient and supportive of student learning
- Clearly and consistently communicating expectations of students while on practicum
- Becoming familiar with the mission of the School of Nursing and the health care agencies in which clinical facilitation is undertaken
- Becoming familiar with the course and relevant unit objectives and specific expectations
- Actively facilitating learning opportunities that are relevant to student and clinical unit learning objectives
- Attending scheduled pre-briefing and debriefing meetings
- Ensuring adequate personal orientation to the clinical facility/service in which the clinical practicum is to be undertaken (if other than the facility in which the clinical facilitator is employed)
- Liaising and consulting regularly with clinical unit coordinators to facilitate effective integration of theory with practice and achievement of expected outcomes
- Liaising with person/persons within the facility/service in which clinical practicum is taking place to clarify unit objectives and learning experiences to be undertaken by students.

The Clinical Learning Experience

To assist student learning in the clinical setting the facilitator’s responsibilities include:

- Liaising with health facility/service staff to provide opportunities for the students to meet the relevant unit objectives
- Assisting students with their development of communication, problem solving, clinical and professional skills
- Working alongside of students as they demonstrate components of their practice
- Having a sound knowledge of the ANMC competency standards and facilitating student development and understanding of these competencies in practice
- Responding positively to the immediate concerns and needs of the students and the health care facility/service if unforeseen problems arise during the clinical experience
- Facilitating access for students to services at CDU if further counseling/referral is necessary (consult with unit coordinator)
- Directing students to the relevant School of Nursing unit coordinator if required
- Promoting the safety of both patients/clients and students through the selection and negotiation of appropriate learning experiences
- Demonstration of clinical expertise and professional role modeling
- Conduct pre-briefing and debriefing sessions with students
- Maintain the standards and expectations of the School of Nursing and the relevant health care facility/service
Evaluation of the Clinical Experience

The clinical facilitator is responsible for the evaluation of the clinical experience by:

- Evaluating student performance consistent with the relevant unit objectives and the ANMC / Portfolio
- Providing regular feedback, both formative and summative to students and the unit coordinators about the students' performance
- Seeking specific feedback from health facilities about his/her performance as a clinical facilitator from students
- Seeking specific feedback from health care facility/ service staff relating to students’ clinical performance
- Documenting all relevant information regarding student assessment, incident reports or issues which related to the clinical placement
- Providing feedback to the relevant unit coordinator regarding clinical experience
- Attending scheduled team debriefing meetings.

The School of Nursing will undertake to:

- Provide facilitators with information to fulfill the described responsibilities
- Liaise with healthcare facility / service personnel responsible for the clinical experience provide on-going communication and support for the facilitator during the period of appointment
- Conduct team meetings, clinical facilitator workshops and other professional development activities

Other expectations of Clinical facilitators include:

- Actively participate in the performance review process
- Compliance with the workplace health and safety policies of CDU and health care facilities / service in which clinical placements are undertaken
- Compliance with CDU Code of Conduct and standards of professional behaviour and dress
- Obtain a Ochre card or state/ territory equivalent (working with children check) and Police Criminal history check