

POSITION DESCRIPTION

Position:	First Nations Educator
Directorate	Compliance & Patient Experience
Division:	Clinical Learning & Development
Business Unit:	Clinical Learning & Development
Enterprise Agreement	<p>Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award</p> <p>Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement</p>
Reports to:	<p>Director of Clinical Learning & Development (formal pathway), and</p> <p>Director of Aboriginal Health (informal pathway)</p>



MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 1000 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

To improve health outcomes for our tri-state communities by creating partnerships, leading culture and building our team to deliver sustainable services.

Advocate for and develop a culturally safe healthcare service for Aboriginal and/or Torres Strait Islander people attending the Mildura Base Public Hospital (MBPH).

VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our **HEART** values and the expectations to uphold the values, please refer to **page 6** of this document.

INCLUSION

At MBPH, we firmly believe that fostering diversity, equity, and inclusion is essential to the success of our health service, our employees, our patients, and the wider community. We wholeheartedly embrace diversity and highly value the diverse experiences of individuals from all ethnicities, faiths, ages, disabilities, cultures, languages, gender identities, sexes, and sexual orientations.

We extend a warm welcome to lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) individuals, inviting them to be a part of our inclusive health service.

Aligned with our HEART Values, we are dedicated to further enhancing accessibility and promoting inclusive practices across all aspects of our workplace.

STRATEGIC OBJECTIVES

Our
Vision

Mildura Base Public Hospital – providing exceptional care

Strategic
pillars

We
achieve
this by...

Caring for our community

Ensuring our focus is on person centred care.
 Using best evidence-based practice to deliver exceptional care.
 Empowering our communities to manage and improve their health and wellbeing.

Aspirational through our culture

Leading a values based, accountable, quality & safety culture.
 Continuous improvement of service delivery and provision of care.
 Operating safely and efficiently with a skilled and effective workforce.
 Being an employer of choice, enabling our staff to be at their best.

Trusted in our relationships

Community have an understanding of our role and confidence in our services.
 Partnering across sectors to strengthen our services.
 Addressing our communities shared challenges in partnership by applying innovative solutions.

Sustainable in our Services

Reinvesting in the community and its wellbeing through sustainable models of operations.
 Delivering and supporting shared services to improve access to the best and right care.
 Strengthening our planning approach with the patient at the centre.

POSITION SUMMARY

The First Nations Educator is created to drive culturally safe care and education at Mildura Base Public Hospital (MBPH). This role brings together clinical excellence, Aboriginal health advocacy, and education expertise, to support the development of a culturally responsive health workforce. It aims to foster a workplace where Aboriginal and Torres Strait Islander people feel safe, respected, and valued throughout their healthcare journey.

Working as a key liaison between clinical units, the Aboriginal Health Unit, and the Clinical Learning and Development Department, the First Nations Educator will provide cultural mentoring, support best practice approaches, and contribute to the development of resources that integrate Aboriginal knowledge systems and cultural perspectives into healthcare and education settings.

This is a leadership role that contributes to broader workforce development strategies, supports Aboriginal Health training pathways including Aboriginal Health Practitioners (AHP), and strengthens the cultural capability of the organisation. The First Nations Educator role is responsible for providing clinical placement supervision and mentoring of students and graduates, building a supportive and empowering learning environment, and collaborating on innovative health service initiatives that promote health equity for First Nations peoples. This role will design and facilitate training to support staff capability and confidence in delivering culturally safe and competent care.

A unique aspect of this position is the balance between education and clinical engagement. The First Nations Educator is expected to maintain clinical currency and provide support and guidance to MBPH team members in the care of Aboriginal and Torres Strait Islander patients in a culturally appropriate and

multidisciplinary team environment. This includes the application of cultural safety principles and alignment with MBPH's Reconciliation Action Plan, to foster respectful, inclusive, and equitable healthcare practices.

KEY RESPONSIBILITIES AND DUTIES

Education & Workforce Development:

- Collaborate with both the Clinical Learning and Development and Aboriginal Health Unit Leadership group to identify educational needs through a variety of means (i.e. monitoring staff performance, needs assessment, continuous safety and quality improvement activities), to develop and maintain the clinical education program for a specified clinical area(s), contributing to hospital wide education as required.
- Design, deliver, and evaluate culturally safe education programs for Aboriginal Health Workers/Practitioners, RNs, ENs, and broader MBPH staff (including orientation).
- Coordinate and support Aboriginal workforce development, including trainees, graduates, and clinical placements.
- Lead the integration of externally accredited training courses into MBPH (including but not limited to Cert IV Aboriginal and/or Torres Strait Islander Primary Health Care Practice).
- Support, supervise and evaluate students and team members (within scope of practice) including but not limited to Aboriginal Health Practitioners and Aboriginal students in clinical practice settings.
- Facilitate education using adult learning principles and a blended learning approach
- Develop culturally appropriate training resources and contribute to MBPH's clinical education strategy.
- Identify and manage relationships between preceptors and new staff including the monitoring of preceptor performance in their support of new staff and provide coaching and constructive feedback to preceptors.

Clinical & Cultural Practice:

- Provide direct and indirect clinical supervision and cultural mentoring and advocacy within clinical environments.
- Deliver patient-centred and culturally safe care in collaboration with multidisciplinary teams.
- Work clinically in designated areas (e.g., Wards, ED, Community Services) to maintain skills and support patients' cultural needs.

Leadership & Collaboration:

- Partner with the Clinical Learning and Development and, Aboriginal Health Unit leadership group and teams to positively influence service delivery.
- Engage with internal and external stakeholders to embed best practice Aboriginal healthcare education.
- Monitor and support preceptors, clinical support roles, and new Aboriginal staff.
- Drive quality improvement projects and contribute to evaluation frameworks for Aboriginal health initiatives.
- Collaborate with the multi-disciplinary team to promote interprofessional education.
- Work collaboratively with RTOs, internal units and external health organisations to support Aboriginal workforce development activities

GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital employee you have a responsibility to participate in and commit to ongoing **quality improvement** activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

Qualifications / Certificates

- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse, or Aboriginal Health Practitioner.
- Certificate IV in Training and Assessment (TAE40116 or equivalent), or willingness to commence within twelve (12) months of commencement in role.

Specialist Expertise

- Minimum five (5) years' post-graduation clinical experience in a relevant healthcare setting.
- Demonstrated understanding of the cultural, historical and social determinants that impact the health of Aboriginal and Torres Strait Islander communities.
- Practical experience delivering healthcare in Aboriginal communities or in culturally diverse contexts
- Experience developing and/or delivering culturally informed training and education to health professionals
- Demonstrated skills and experience in the supervision, mentoring and performance development of staff in an acute care clinical setting
- Demonstrated experience and skills in development, facilitation and delivery of clinically situated training, education programs and presentations
- Demonstrated computer literacy, in particular, competence with Microsoft Office applications

Personal Qualities, Knowledge and Skills

- High level of self-confidence
- Ability to interact and communicate with a diverse range of people at all levels
- Capacity to apply adult learning principles in both formal education and informal coaching
- Ability to build rapport and advocate effectively for Aboriginal patients and staff
- Demonstrated planning and organisational skills with the ability to manage time and priorities effectively
- Ability to work independently and collaboratively across multidisciplinary teams
- Commitment to cultural safety, professional development, and innovation in Aboriginal health practice
- Demonstrated problem solving and analytical ability in an acute care clinical setting
- A personal approach which is positive, enthusiastic, friendly and helpful
- Commitment to ongoing professional development of self
- Act as a mentor and role model

Mandatory Requirements

Registration with Professional Association

For example, AHPRA, AHRI, etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children Check:

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence

A current Victorian driver's licence is required for this position

All Mildura Base Public Hospital 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 Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.

ACKNOWLEDGEMENT BY EMPLOYEE

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: _____

Employee Signature: _____

Date: _____



Happy

WE ARE POSITIVE

As an organisation

We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

Individually

- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best



Empathetic

WE ARE CARING

As an organisation

We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

Individually

- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care



Accountable

WE ARE COMMITTED

As an organisation

We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

Individually

- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.



Respectful

WE ARE OPEN TO OTHERS

As an organisation

We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

Individually

- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences



Team-based

WE ARE ONE TEAM

As an organisation

We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

Individually

- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

LANGUAGE WE USE

"I choose..."
"I care..."
"I prefer..."
"I will..."
"I can..."
"Is there a better way to do this?"
"Can we explore that more so I can understand it better?"
"We will...us...we can..."

LANGUAGE WE DON'T USE

"I have to..."
"I must..."
"If only..."
"Ah well, that is because of XYZ..."
"Our processes do not let us do it"
"Things have always been done this way"
"Them and us"

THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

