

Intensive Care Unit Nurse Educator

Papua New Guinea

This assignment has been negotiated in good faith with the Partner Organisation, and the information contained was correct at the time of acceptance of the request. However, while we take responsibility for matters under our direct control, all assignments and arrangements are subject to change. This assignment may be amended or withdrawn to reflect changes in circumstances.

ASSIGNMENT DETAILS

Assignment title	Intensive Care Unit Nurse Educator		
Partner Organisation	Morobe Provincial Health Authority		
Location	Lae, Morobe Province, Papua New Guinea		
Website of Partner Organisation			
Total Duration of assignment	9 months	Start date	15/06/2025
Type of assignment	In-person	Australian Organisation	N/A

PARTNER ORGANISATION OVERVIEW

Australian New Guinea Administrative Unit (ANGAU) Hospital is a major hospital in Lae, Papua New Guinea. Named after an Australian Army unit that was responsible for the civil administration of the Territory of Papua and the Mandated Territory of New Guinea, the hospital provides in-patient and specialist medical services to people in the Sepik, Madang and Morobe provinces.

The Morobe Provincial Health Authority (MoPHA) was launched in June 2019 by bringing together ANGAU Hospital systems (National health function) and Rural Health Services (Provincial Health function) in the Province. Under the “One System Tasol” concept, the MoPHA is seizing this opportunity to bring transformational changes in the way Health Care and Delivery is executed in sustainable, efficient, and community-focused approach for the people of the Morobe Province.

The ANGAU Hospital Redevelopment Project, part of the Australian Government’s AUD207 million investment to improve health services in Morobe Province, will deliver state-of-art health facilities to the Momase region. The redevelopment is taking place from 2017 to 2022. The Project involves the progressive redevelopment of existing health services infrastructure at the Hospital, including the demolition of existing structures, refurbishment of existing buildings, construction of new facilities, procurement of equipment, installation of furniture, fixtures, and equipment, and the operational and clinical commissioning of the revitalised facilities.

The Project aims are to:

- o improve access to quality integrated health services
- o increase the capacity and capability of ANGAU Hospital to function as a regional referral hospital; and
- o to meet future growth and unmet need for health services.

There is a large Project Development Office (PDO) in Lae, Morobe, responsible for managing the overall redevelopment, that can provide support and advice to the volunteers whilst in Lae.

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ASSIGNMENT DETAILS

Assignment overview

The ANGAU Hospital in Lae, Papua New Guinea, has recently opened a state-of-the-art Intensive Care Unit (ICU). This new facility marks a significant milestone in improving critical care services in the region. However, the transition to a fully functional ICU requires ongoing support to ensure that the nursing staff can deliver the highest standards of care.

The nursing team at ANGAU is highly motivated and committed to improving patient outcomes. They have expressed a strong desire to engage in quality improvement activities, such as conducting clinical audits and participating in research projects. These initiatives are vital for maintaining high standards of care and ensuring that the ICU operates efficiently and effectively.

However, the nurses face significant challenges that hinder their ability to fully engage in these activities. One of the primary obstacles is the shortage of manpower, which limits their capacity to take on additional responsibilities beyond their day-to-day duties. Additionally, many nurses lack the confidence and experience necessary to undertake clinical audits and research independently.

This is where the role of an ICU Nursing Educator becomes crucial. A volunteer in this position would provide much-needed support to the nursing staff, helping them to develop the skills and confidence required to participate in quality improvement initiatives. The presence of an experienced educator would not only alleviate the workload but also serve as a mentor to the nurses, guiding them through the process of conducting audits, implementing best practices, and contributing to research.

By upskilling the nursing staff, the ICU Nursing Educator will play a key role in enhancing the overall quality of care provided in the ICU. This will lead to better patient outcomes, a more empowered nursing team, and a stronger foundation for future clinical improvements. The volunteer's contribution will have a lasting impact on the ICU's operations, helping ANGAU Hospital to achieve its goal of providing exceptional care to its patients.

Assignment objectives

Supervise or coach Critical Care Nurses in conducting clinical audits and participating in research projects to improve patient care and outcomes.

Provide inservice or training and mentorship on clinical audit and/or research.

Support ICU team integrate evidence-based practices into their daily routines, fostering a culture of continuous quality improvement in the ICU.

To include all people directly affected by the volunteer assignment in the Partner Organisation and community, using strategies that promote: gender equality; inclusion of youth; inclusion of people with a disability; child protection and safeguarding; inclusion of marginalised groups.

Duties and responsibilities of the volunteer

Offer hands-on coaching and mentorship to ICU nurses in conducting clinical audits and research, ensuring they have the knowledge and skills required to undertake these activities independently.

Assist develop and deliver training programs focused on enhancing the clinical competencies of ICU staff, with an emphasis on evidence-based practice and quality improvement methods.

Assist lead and support quality improvement projects within the ICU, guiding nurses through the process of identifying areas for improvement, implementing changes, and evaluating outcomes.

Assist in the creation and dissemination of educational materials and resources that support the ongoing professional development of ICU nurses, particularly in areas related to research and clinical audits.

To support the ICU management team to ensure that the initiatives and practices introduced are well-integrated into the unit's workflow, and collaborate with other departments to promote a multidisciplinary approach to patient care.

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Selection criteria	
A minimum of a Bachelor of Science in Nursing (BSN) or an equivalent qualification. Advanced degrees such as a Master's in Nursing or specialized certifications in critical care nursing are highly desirable.	
Extensive clinical experience in an ICU setting, typically a minimum of 5 years, with hands-on experience in managing critically ill patients, advanced life support, and ICU-specific procedures.	
Proven ability to mentor, train, and educate nursing staff, particularly in a clinical setting, with a focus on enhancing their skills in clinical audits, research, and evidence-based practice.	
Excellent verbal and written communication skills, with the ability to effectively engage and motivate nursing staff, collaborate with multidisciplinary teams, and convey complex clinical concepts in an accessible manner.	
Ability to work effectively in a diverse and resource-limited environment, with a deep understanding of cultural sensitivities and the flexibility to adapt teaching methods to suit the needs and challenges of the local healthcare context.	

Line Manager	Nurses Manager ICU
Staff Supervision	Yes.
Working relationships	The Intensive Care Unit currently has 14 Nursing Officers and 6 Community Health Workers. There are no Intensivists in the hospital therefore the Anaesthetists manage the unit.
Hours and days of work	Monday to Friday, 08:00am - 04:06pm
Leave	All volunteers are entitled to 20 days leave per 12 months, unless advised otherwise. The same conditions and terms as local colleagues apply, including national holidays.
Professional indemnity insurance (Required for all volunteers who are acting as a medical, allied health or legal professional whilst on assignment.)	Yes - This assignment is deemed to require professional indemnity insurance The volunteer should consult the partner organisation about the need for professional indemnity insurance for the role prior to departure. Where required and/or considered essential to hold this insurance, please discuss this with the Volunteer Services Manager in Melbourne prior to departure.

LIVING AS A VOLUNTEER

The Australian Volunteers Program supports volunteers from preparing to go on assignment through to returning home. For a full breakdown of support provided, please visit: <https://www.australianvolunteers.com/volunteering/lifestyle-and-support/>

Living allowance	\$AUD 1, 680.00 per month The allowance levels are based on the cost of living in the host country location and are listed in \$AUD. Allowances will be reviewed periodically and may increase or decrease.	
Accommodation allowance	Housing in PNG is difficult to source. AVI manages long term leaseas in all of the locations we place volunteers. There is possibility that volunteers will have to share accommodation.	
Language support	Language support is provided during the in-country orientation period. Most often, additional resources for further development later in the assignment will be available if required.	
Country profile	Learn more about the host country location by reading the country profile. We encourage candidates to research the specific location of this assignment as it will be discussed and addressed with a recruitment officer during the interview process. https://www.australianvolunteers.com/countries/png	
Political or faith-based activities	The Australian Volunteers Program supports partner organisations to achieve their development objectives. It does not engage in or support any evangelical activities and is not linked to any political party. We partner with local faith-based organisations on the basis that the volunteer placement does not engage in evangelising; and participation in activities run by the volunteer is not conditional on conversion or adherence to a particular religious denomination. We also partner with advocacy organisations on the basis that volunteer activities are not in support of a political party or candidate.	

HOW TO APPLY

All applications must be submitted online through the Australian Volunteers Program website. If you have not already done so, you will need to register on our website prior to applying. For more information about how to apply, please visit:

<https://www.australianvolunteers.com/volunteering/how-it-works>

We actively support and encourage people of all backgrounds and abilities to volunteer internationally, and aim to make the program as accessible and inclusive as possible. The program has a dedicated Indigenous Programs Coordinator to support Aboriginal and/or Torres Strait Islander volunteers, who can be contacted at indigenouspathways@australianvolunteers.com. Access and inclusion plans are available for volunteers with disabilities, to ensure their assignments and living and working arrangements are made more accessible.

Personal circumstances

Due to security, cultural, legal or visa restrictions associated with this location, we ask that applicants disclose:

- If they want their same-sex partner to accompany them on assignment.
- If they want their partner, to whom they are not legally married, to accompany them on assignment.
- If they want their child(ren) to accompany them on assignment.
- If they have a criminal conviction where a criminal conviction may be relevant to the inherent requirements of the assignment.