



Unit Outline (Higher Education)

Institute / School: Institute of Health and Wellbeing

Unit Title: Early Career Nursing Practice

Unit ID: HNRBC6001

Credit Points: 15.00

Prerequisite(s): Nil

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED: 060311

Description of the Unit:

This unit in transition to nursing career development prepares early career nurses to transition to autonomous and enhanced practice by developing their knowledge and skills, within areas such as effective clinical leadership, self-awareness, change management, and advancing skills in health assessment. This is achieved by examination of problem-solving skills and reflection on professional development. Those who have undertaken this unit will have developed confidence with the use of strategies and innovative tools to assist with the implementation of leadership, be able to work effectively with a variety of interdisciplinary team members, and contribute to the development of a positive and productive team environment.

Grade Scheme: Graded (HD, D, C, P, MF, F, XF)

Work Experience:

No work experience

Placement Component: No

Supplementary Assessment: No

Supplementary assessment is not available to students who gain a fail in this Unit.

Course Level:

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	■	■	■	✓	■	■

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Intermediate	■	■	■	■	■	■
Advanced	■	■	■	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Explore current research and evidence-based practices in areas such as quality improvement, patient safety, leadership, and healthcare innovation.
- K2.** Critically analyse the impact of organisational culture and diversity on teamwork and leadership effectiveness.
- K3.** Understand the philosophy of self awareness and how that contributes to leadership and a team environment.
- K4.** Demonstrate knowledge regarding comprehensive health assessment and care of patients in the context of complexity.

Skills:

- S1.** Demonstrate enhanced communication and interpersonal skills necessary for collaborative leadership, interprofessional collaboration and conflict resolution.
- S2.** Perform in-depth systematic health assessments, utilise data analysis and evidence-based decision-making to drive high quality patient assessment and care.
- S3.** Employ the use of a self-reflective cycle in a personal context and develop an appraisal that highlights areas of strength, growth and development.
- S4.** Develop leadership skills to present solutions to complex workplace challenges.

Application of knowledge and skills:

- A1.** Utilise problem solving and critical thinking skills to nursing management of a patient load.
- A2.** Apply and evaluate safe clinical assessment, planning, implementation, and evaluation of care.
- A3.** Demonstrate leadership qualities, enhanced communication, and the ability to practice within an interdisciplinary team in an environment of complexity.
- A4.** Implement continuous self-reflection for professional development in health assessment and leadership that are adaptable to evolving healthcare landscapes.

Unit Content:

Topics may include: The significance of quality clinical leadership in healthcare Organisational structures that build capacity and strengthen teams in healthcare Investment in quality professional development activities for career advancement Self-awareness, time management, reflection, and emotional intelligence Communication skills for interdisciplinary practice Quality improvement and patient safety using evidence Clinical patient assessment

FEDTASKS

Federation University Federation recognises that students require key transferable employability skills to prepare them for their future workplace and society. FEDTASKS (**T**ransferable **A**tttributes **S**kills and **K**nowledge) provide a targeted focus on five key transferable Attributes, Skills, and Knowledge that are be embedded within

curriculum, developed gradually towards successful measures and interlinked with cross-discipline and Co-operative Learning opportunities. *One or more FEDTASK, transferable Attributes, Skills or Knowledge must be evident in the specified learning outcomes and assessment for each FedUni Unit, and all must be directly assessed in each Course.*

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 1 Interpersonal	Students will demonstrate high-level skills to effectively communicate, interact and work with others both individually and in groups Students will be required to display (in person and/or online) high-level skills in-person and/or online in: <ul style="list-style-type: none"> • Effective verbal and non-verbal communication via a range of synchronous and asynchronous methods • Active listening for meaning and influencing • High-level empathy for others • Negotiating and demonstrating extended conflict resolution skills • Working respectfully in cross-cultural and diverse teams 	Not applicable	Not applicable
FEDTASK 2 Leadership	Students will demonstrate the ability to apply leadership skills and behaviours Students will be required to display skills in: <ul style="list-style-type: none"> • Creating, contributing to, and enabling collegial environments • Showing self-awareness and the ability to self-reflect for personal growth • Inspiring and enabling others • Making informed and evidence-based decisions through consultation with others • Displaying initiative and ability to solve problems 	Not applicable	Not applicable
FEDTASK 3 Critical Thinking and Creativity	Students will demonstrate an ability to work in complex and ambiguous environments, using their imagination to create new ideas Students will be required to display skills in: <ul style="list-style-type: none"> • Reflecting critically on complex problems • Synthesising, evaluating ideas, concepts and information • Proposing alternative perspectives to refine ideas • Challenging conventional thinking to clarify concepts through deep inquiry • Proposing creative solutions in problem solving 	Not applicable	Not applicable
FEDTASK 4 Digital Literacy	Students will demonstrate the ability to work proficiently across a range of tools, platforms and applications to achieve a range of tasks Students will be required to display high-level skills in: <ul style="list-style-type: none"> • Finding, accessing, collating, evaluating, managing, curating, organising and appropriately and securely sharing complex digital information at a high-level • Receiving and responding to messages in a range of digital media • Using digital tools appropriately to conduct research • Contributing proficiently to digital teams and working groups • Participating in and utilising digital learning opportunities 	Not applicable	Not applicable

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 5 Sustainable and Ethical Mindset	Students will demonstrate the ability to think ethically and sustainably. Students will be required to display skills in: <ul style="list-style-type: none"> • The responsible conduct of research • Making informed judgments that consider the impact of devising solutions in multiple global economic environmental and societal contexts • Demonstrating commitment to social responsibility as a professional and a citizen • Generating research solutions which are sustainable, ethical, socially responsible and/or sustainable • Extending lifelong, life-wide and life-deep learning to be open to diverse others • Demonstrate extended actions to foster sustainability in their professional and personal life. 	Not applicable	Not applicable

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, K2, K3, S1, S3, S4, A3, A4	Using a reflective framework, students will write an essay on their emerging leadership.	Written task	40-60%
K1, K3, K4, S1, S2, S3, A1, A2, A4	Clinical based scenario on patient health assessment within their workplace.	Clinical assessment	40-60%

Adopted Reference Style:

APA ()

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)