

# Nursing & Midwifery



## Registered Nurse

<b>Job Ad Reference:</b>	MS03365517		
<b>Status:</b>	Temporary Full time – Up to 24 Months		
<b>Unit/Department:</b>	Metro South Addiction & Mental Health Services, Addiction Services		
<b>Location:</b>	Across Metro South Addiction Services, Metro South Hospital and Health Service		
<b>Contact:</b>	Ellenora Staunton-McKenzie (07) 3089 4084	<b>Salary range:</b>	\$69,233 to \$92,954 per annum
<b>Classification:</b>	Nurse Grade 5	<b>Closing date:</b>	Friday, 12 <sup>th</sup> of March, 2021
<b>Online applications:</b>	<a href="https://metrosouth.health.qld.gov.au/job-vacancies">https://metrosouth.health.qld.gov.au/job-vacancies</a>		

\*Applications from third parties will not be accepted\*\*

### Our Vision

To be renowned worldwide for excellence in health care, teaching and research.

### Our Objectives

- Creating jobs and a diverse economy
- Delivering quality frontline services
- Protecting the environment
- Building safe, caring and connected communities

### Our Purpose

To deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

### Our Values:

Align behaviours with Queensland public service [values](#) of:



Know your customer  
Deliver what matters  
Make decisions with empathy



Challenge the norm suggest solutions  
Encourage and embrace new ideas  
Work across boundaries



Expect greatness  
Lead and set clear expectations  
Seek, provide and act on feedback



Own your own actions, successes and mistakes  
Take calculated risks  
Act with transparency



Lead, empower and trust  
Play to everyone's strengths  
Develop yourself and those around you

*We care about you*

Endorsed by the MSHHS Nursing and Midwifery  
RD Panel Review Committee  
Date: April 2019 Review date: April 2021



**Queensland  
Government**

## Unit Profile

Metro South Addiction and Mental Health Services (MSAMHS) provide inpatient, hospital-based and community mental health and community alcohol and drug services for all age groups at a number of campuses across Metro South Health. MSAMHS is committed to the provision of services that are patient centred and recovery focussed. Mental Health Services are guided by the Mental Health Act 2016.

Addiction Services across Metro South HHS provide a free, professional and confidential service for individuals, families and communities impacted by substance use. Our services provide a specialist multidisciplinary team approach. The service deals with any kind of substance use including: alcohol, tobacco, illicit drugs, prescription drugs, inhalants and over the counter preparations.

## Purpose of the Role

The Registered Nurse (RN) in Addiction Services delivers safe compassionate clinical care; working collaboratively with the Healthcare team to achieve best practice patient outcomes. The RN engages in reflective, analytical practice through effective assessment, planning, implementation and evaluation of direct person-centred care. The RN continually improves their skills and knowledge developing from graduate to highly skilled Registered Nurse.

## Autonomy

- Practice independently and interdependently
- Assume accountability and responsibility for their own actions and delegation of care to Enrolled nurses, Assistants in Nursing and healthcare workers.
- Demonstrates evidence of increasing autonomy and exercises greater levels of professional judgement in the clinical environment as the employee moves from a beginning to experienced practitioner.

## Context

- Reports operationally and professionally to the Alcohol and Drug Services Nurse Unit Manager/Line Manager.
- This role works directly with the Nursing, Allied Health and Medical staff.
- Responsible for own activities and for delegation of activities to others.
- All registered nurses are responsible for ensuring safe, quality AOD care for their clients.
- Being aware of own values and beliefs on AOD issues and ensuring these do not impede quality AOD care
- Implementing appropriate policies and protocols governing management of AOD related presentations
- Ensuring the legal and ethical rights of people and their family members.

## Your Key Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) – Generic Level Statements (GLS) Nurse Grade 5 and the Queensland Health and MSHHS commitments and values, in achievement of the organisational goals and Domains of Practice.

### Domain 1: Direct comprehensive care or provision of direct care

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated to the Enrolled Nurse Advanced Skills (ENAS), Undergraduate Students in Nurses (USIN), Enrolled Nurse (EN) or Assistant in Nursing (AIN).
- Responsible for providing safe, compassionate care, integrating the Nursing and Midwifery Services which may include Professional Practice Model, quality frameworks (Magnet® or Pathway to Excellence®) and Planetree philosophy of caring for each patient's psychological, social, emotional, spiritual, and physical care needs to achieve best clinical practice and individualised patient care and outcomes.
- Contributes to unit's philosophy of care delivery and is a high performing Nursing team member.

- Responsible for ensuring all aspects of person centred care are met through effective assessment, planning, translating to practice, implementing and evaluation of care, in consultation with patients, families and relevant Healthcare team members to achieve person centred outcomes.
- Utilises critical thinking, flexibility and time management skills to plan and prioritise person care requirements, adapt to clinical/ward changes and coordinate referrals.
- Plans and evaluate nursing/midwifery care in consultation with the Healthcare team and patients/residents/consumers using effective interpersonal communication.

## Domain 2: Support of Systems

- Adherence to established guidelines, protocols, procedures, standards, and systems of work as set out by the MSAMHS Addiction Services, MSHHS and Department of Health, Queensland.
- Delegates to and supervises ENAS's, USIN's, ENs and AIN's and consistent with the NMBA decision making framework.
- Participates in developing, reviewing and evaluation clinical nursing standards guidelines, protocols, procedures standards and systems of work.
- Responsible for completing required documentation and becoming a proficient user of the Electronic Medical Record (EMR) and other Information Technology systems; once proficient remains current with changes, updates and contingencies. Responsible for maintaining access and confidentiality always incorporating technology with compassionate nursing care to achieve a 'high tech, high touch' practice.
- Ensures a safe and secure environment for patients/residents/clients and visitors utilising a contemporary quality and risk management framework including escalation of care and concerns as required.
- Supports and quickly adapts to unexpected changes to the Nursing or Midwifery Model of care e.g. team nursing due to agency/casual replacement staff.
- Supports and is involved in quality initiatives and portfolios, aligning evidence based nursing/midwifery practice with quality frameworks including The National Safety and Quality Health Service Standards.
- Promotes quality initiatives by actively identifying areas for improvement; monitoring and assessing progress with the goal of achieving high quality patient outcomes and improving service delivery across the continuum of care.
- Participates in the development and utilisation of audit and reporting mechanisms to monitor, analyse and report on relevant quality activities.
- Demonstrates effective co-operation with staff and utilisation of unit resources to optimise unit services and compliance with Business Planning Framework.

## Domain 3: Education

- Contributes to quality care through lifelong learning, preceptorship, mentorship, role modelling and shares information with peers, ENAS's, EN's, USIN's and AIN's.
- Educates, informs, counsels and supports patients, families, carers and residents on general and clinical information relevant to patients care seeking expert advice as required.
- Consolidates educational preparation and responsible and motivated to continually increase knowledge and skills utilising this depth of knowledge to improve patient and ward/unit outcomes.
- Provides health promotion and education to patient and carers ensuring the information is evidence based, appropriate and fully understood.

## Domain 4: Research

- Applies evidence-based guidelines to achieve positive patient care outcomes.
- Ability to transfer evidence into practice to improve unit outcomes.
- Identifies areas for clinical research and recognise its value in contributing to and striving for excellence in care and practice.
- Participates in evaluative and local action research activities as appropriate.

## Domain 5: Professional Leadership

- As a nursing/midwifery clinical leader, role model best practice in clinical care
- Takes a leadership role in the establishment and maintenance of collaborative relationships with members of the HCT, utilising integrity, transparency, accountability and negotiation.
- Supports the Nursing Leadership Team and demonstrates a strong team commitment through open communication and active participation in the development and achievement of unit and organisation goals.
- Demonstrates motivation, effective change management, self-awareness and commitment to positively contribute to the workplace culture.

## Mandatory qualifications, professional registration and other requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse (RN). Certified copies of the required information must be provided to the appropriate supervision/manager prior to the commencement of employment.
- Whilst not mandatory, Bachelor of nursing would be well regarded.
- This position may be required to work across all Addiction Service Sites within Metro South.
- Appointees will be required to work all shifts in accordance with the unit roster.
- This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- Current Credentialing as a Mental Health Nurse through the Australian College of Mental Health Nurses is desirable.
- It is a requirement that all eligible clinicians obtain Authorised Mental Health Practitioner status and all non-eligible clinicians work towards eligibility to be an Authorised Mental Health Practitioner.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- All employees are required to complete mandatory training and competencies in accordance with MSHHS policies and procedures.

## How will you be assessed?

Applicants will be assessed on their ability to demonstrate a range of key personal qualities, capabilities, experience and knowledge within the context of the roles responsibilities:

<b>Domain 1: Direct comprehensive care or provision of direct care</b>	<ul style="list-style-type: none"> <li>▪ Demonstrates a high standard of clinical person-centred care. Accountable for own competence and clinical knowledge; utilises effective assessment, planning and implementation skills to deliver and evaluate safe, quality person centred care including critical thinking and decision making.</li> </ul>
<b>Domain 2: Supports of Systems</b>	<ul style="list-style-type: none"> <li>▪ Knowledge of and a demonstrated commitment to quality processes including policies, guidelines and evidence based practices. Participates in incident management resulting in patient safety and quality improvements.</li> </ul>
<b>Domain 3: Education</b>	<ul style="list-style-type: none"> <li>▪ Demonstrates ongoing learning and professional development to provide safe, quality person centred care including health education to patients and others.</li> </ul>



<b>Domain 4: Research</b>	<ul style="list-style-type: none"> <li>▪ Demonstrates the application of evidence based guidelines to achieve positive patient outcomes and identify areas of improvement.</li> </ul>
<b>Domain 5: Professional Leadership</b>	<ul style="list-style-type: none"> <li>▪ Demonstrates clinical leadership in the coordination and provision of patient centred care and best practice outcomes.</li> <li>▪ Demonstrates collaborative teamwork and decision making, empathy, integrity and respect for all patients, carers and staff.</li> </ul>
<b>Clinical/Specialist/Technical Knowledge</b>	<ul style="list-style-type: none"> <li>▪ Working within the integrated mental health service clinical nursing team RNs are required to demonstrate skills or the ability to acquire skills to conduct a mental health assessment, including risk assessment, and then develop, implement and evaluate comprehensive plans of care for consumers in collaboration with the consumer and their family/carers.</li> <li>▪ All registered nurses are responsible for ensuring safe, quality AOD care for their clients.</li> <li>▪ Being aware of own values and beliefs on AOD issues and ensuring these do not impede quality AOD care</li> <li>▪ Implementing appropriate policies and protocols governing management of AOD related presentations</li> <li>▪ Ensuring the legal and ethical rights of people and their family members.</li> <li>▪ Demonstrates depth of knowledge, skills, experience and competence as an RN in addiction and/or mental health nursing practice</li> <li>▪ Demonstrates flexibility, a positive attitude and capacity to maintain enthusiasm for duties.</li> </ul> <p>Ongoing commitment to:</p> <ul style="list-style-type: none"> <li>▪ Acquiring clinical knowledge and skills in addiction and mental health patient care.</li> <li>▪ Providing collaborative care and engaging in reflective practice that positively impacts patient's outcomes</li> <li>▪ Working with integrity and commitment to patient, unit and organisation goals.</li> </ul>

## How to Apply

### Please provide:

- **A written response** (maximum 1–2 pages, dot points acceptable) on how your personal qualities, capabilities, experience and knowledge will enable you to achieve the key behaviours and responsibilities of the Domains of practice and the Clinical/Specialist/Technical Knowledge required.
- **Your current CV or resume, including two referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and one should be your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel.
- **If you receive notification of an interview**, please bring the following documentation as it is required to expedite the employment process if needed (do not send this information with your application):
  - Current passport or birth certificate and Australian drivers licence/Australian student photo ID/Proof of age card
  - Australian drivers licence, Australian student photo ID card, proof of age card, Australian citizenship certificate, Medicare card or utility bill, Blue Card working with children check (provide two if not included above)
  - Proof of qualifications and/or proof of any current enrolments
  - Any vaccination evidence (if applicable)
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.

- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

## Your Future Employer

**Metro South Health** is [Australia's first digital health service](#) and one of the largest and in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries.

## Person Centred Care and Planetree

Metro South Health is committed to providing Person-Centred Care. Our patients and their families are important members of the healthcare team to ensure care matches their values, preferences and goals. Our patients, families and community are also key partners in the development and implementation of high quality services. MSH aims to continually improve the quality and safety of its health services through partnerships with patients, families and consumers.

Metro South Health is proud to have achieved bronze certification for excellence in person-centred care, making us the first organisation in Australia to achieve Planetree designation.



## Professional Excellence Programs

Magnet Recognition and Pathway to Excellence Designation are credentials attained by healthcare organisations that epitomise exceptional quality and professionalism, promote positive work environments, support lifelong learning, and deliver safe quality care. Achieving Magnet Recognition or Pathway to Excellence Designation ultimately recognises our valuable nurses and midwives, the highest quality of care they deliver, the support they receive, opportunities available, the team environment, commitment and spirit that we are extremely proud of.

Metro South Health proudly holds Magnet Recognition at the Princess Alexandra Hospital and Pathway to Excellence Designation at Logan and Beaudesert Hospitals, Bayside Health Service and QEII Hospital.



## Workplace diversity

Metro South Health is committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

## Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

## Important Information for Nursing Applicants

- All employees are to comply with the Code of Conduct for Queensland Public Service. Click on the link: <https://www.forgov.qld.gov.au/code-conduct-queensland-public-service>
- All relevant health professionals are responsible for the maintenance of their capacity and capability in the provision of health care and their reporting obligations and to comply with the [Code of conduct for nurses and Code of conduct for midwives \(the codes\)](#).

- Pre-employment screening, including criminal history, working with children check or aged care check and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.
- Staff will store their mobile phone with their other belongings unless it is required for clinical decision-making.

The *Public Service Act 2008* provides that no civil liability attaches to a public service employee in relation to their official powers and functions – liability instead attaches to the State. Public officers should, when acting within the scope of their duties and functions, be entitled to protection from the State in relation to legal proceedings taken against them with indemnity.

# Organisational Structure

