

Nursing & Midwifery



Clinical Nurse

Job Ad Reference:	MS03365518		
Status:	Several Casual Positions Available		
Unit/Department:	Mental Health Central Staffing – Casual Pool, Metro South Addiction and Mental Health Services		
Location:	Various locations across Metro South Hospital and Health Service		
Contact:	Nardia Te Pairi (07) 3156 9831	Salary range:	\$60.12 to \$64.37 per hour
Classification:	Nurse Grade 6 (Band 1)	Closing date:	Friday, 12 th of March, 2021
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

*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*.

Purpose of the Role

The Clinical Nurse (CN) role provides advanced clinical and problem-solving skills, expert planning and coordination skills in the clinical management of patients/consumers with complex care needs, ensuring quality standards are met. This role works autonomously within the Healthcare Team structure and is pivotal in the planning, managing and delivering of Addiction and Mental Health specialist nursing care. The CN provides clinical leadership for professional and clinical practice, education and research. The role supports in management activities including portfolio responsibilities.

Autonomy

- Practices autonomously.
- Provides leadership in clinical decision making to give and/or coordinate care to particular patients.
- Assumes responsibility for professional leadership for a ward, service or unit in the absence of the Nurse Grade 7 (NG7).
- Applies critical thinking across all the domains.

Context

- To provide comprehensive mental health assessment and clinical care across various service settings supporting the general functions of the Acute Care Teams, Emergency Mental Health Departments and MH CALL
- The Clinical Nurse is responsible for delivering quality nursing care at an advanced level that requires a broad developing knowledge in professional issues within a specified field of practice.
- The Clinical Nurse provides direction and support to other nursing staff while promoting professional standards of practice and conduct and is responsible for achievement of unit goals and standards.
- This position operationally and professionally reports to the Nurse Manager Central Staffing.
- This position fulfils the responsibilities for portfolios including Clinical, Management, Education (clinical facilitation), Research and National Safety and Quality Health Service Standards as delegated or directed.

Your Key Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health) Award - State 2015 – Generic Level Statements (GLS) Nurse Grade 6.1 and the Queensland Health and Metro South Hospital and Health Service (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.
- Responsible for providing safe, compassionate care, integrating the nursing and midwifery 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. This supports achievement of best clinical practice and individualised patient care and outcomes.
- Delegate to and supervises Registered Nurses (RN's), Enrolled Nurses Advanced Skills (ENAS's), Undergraduate Students in Nursing (USIN), Enrolled Nurses (EN's), Assistant in Nursing (AIN's) and undergraduate students as required consistent with the NMBA decision making framework and CN standards for practice.
- Provide expert clinical leadership in patient's/resident's/client's assessment, care planning and practice and role model to and collaborate with the healthcare team.

- Responsible for and able to function in complex situations while providing support and direction to the healthcare team.
- Demonstrate a high level of clinical critical thinking and problem-solving skills, applying theory into nursing practice in the provision of best practice.
- Utilise knowledge and critical judgement to manage/change the nursing model or other relevant model of care to better suit the staff skill-mix and/or patient acuity e.g. individual patient allocation to team nursing.

Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by each work unit, MSHHS and Department of Health, Queensland.
- Delegate to and supervise RNs, ENAS's, USIN's, EN's and AIN's consistent with the NMBA decision making framework.
- Demonstrate participation in developing, evaluating and updating clinical service procedures, protocols, standards and guidelines.
- Apply the quality framework by engaging in incident reporting/investigation and conducts quality improvement audits and develops risk minimisation strategy activities to promote safe and/or rectify unsafe practice.
- Lead a team in conjunction with a NG7/Line Manager to assist and support with the following activities; team shift coordination, performance management/review, change management, rostering/staffing and workplace culture.
- Apply change management principles by providing support, guidance, mentoring, preceptorship, role modelling and promotion of cooperation and collaborative teamwork.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in innovation, monitor and report on the impact of change within the position and service.
- Demonstrate effective co-ordination of staff and utilisation of unit resources to optimise service delivery and compliance with the Business Planning Framework.
- 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.

Domain 3: Education

- Act as a clinical and educational resource within an area based on knowledge, skills and experience to inform evidence based practice.
- Responsible for updating and managing own contemporary nursing specialist knowledge, competence and capability.
- Assist in clinical facilitation and nursing education to promote a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning.
- Contribute to the support of undergraduate students, USIN's and post graduate students.

Domain 4: Research

- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for patients/residents/clients in line with organisational priorities.
- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials and research.

Domain 5: Professional Leadership

- Act as a clinical leader, with integrity, transparency and accountability.
- Provide clinical leadership for professional and clinical practice, education and research.
- Proactively engage with the nurse leaders and healthcare team to achieve best practice outcomes within the work unit environment.

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, a Post Graduate qualification in the area of Mental Health Nursing would be well regarded in line with the Australian Qualification Framework and Magnet®/Pathway to Excellence® principles.
- 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)
- 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:

Domain 1: Direct comprehensive care or provision of direct care	<ul style="list-style-type: none"> ▪ Demonstrate advanced level clinical and problem-solving skills; expert planning and coordination skills in the clinical management and delivery of comprehensive person-centred care. ▪ Demonstrate an advanced knowledge of contemporary practice and theory in speciality area
Domain 2: Supports of Systems	<ul style="list-style-type: none"> ▪ Demonstrate an advanced understanding of the relevant standards and processes; engages in incident investigation, risk mitigation strategies that foster and support safe practice. ▪ Build and maintain strong relationships, open communication within a healthcare team
Domain 3: Education	<ul style="list-style-type: none"> ▪ Demonstrate ongoing learning and professional development to provide quality person centred care and health education to patients/residents/clients and others. ▪ Actively contribute to the learning and development of others.
Domain 4: Research	<ul style="list-style-type: none"> ▪ Participate in developing and undertaking quality initiatives and audits, identifying inconsistencies between policy and practice. ▪ Work collaboratively in leading implementation of policies, practice changes and clinical innovations. ▪ Integrate advanced theoretical knowledge and application of quality framework, evidence-based practice and research to practice environment.
Domain 5: Professional Leadership	<ul style="list-style-type: none"> ▪ Demonstrate application of advanced clinical leadership through effective delegation, communication, problem solving and critical thinking. ▪ Demonstrate a very high standard of personal and professional behaviour and create a culture that reinforces personal and professional standards.

Clinical/Specialist/Technical Knowledge	<ul style="list-style-type: none"> Working within the integrated mental health service CNs are required to demonstrate skills or the ability to acquire skills to conduct a physical and mental health assessment, including risk assessment; and and then develop, implement and evaluate comprehensive plans of care in collaboration with the consumer and their family/carers.
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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

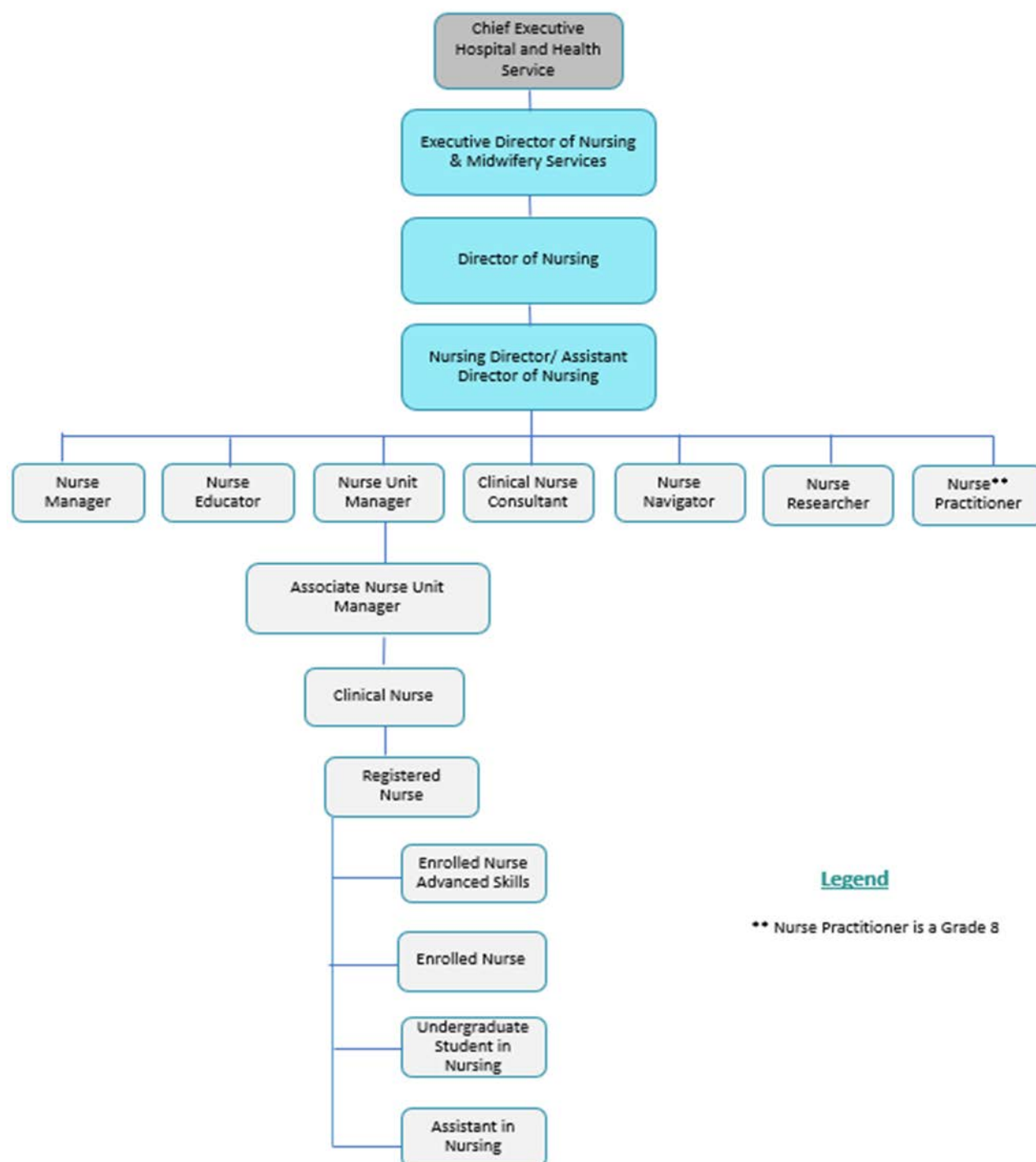
Metro South Health is committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination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

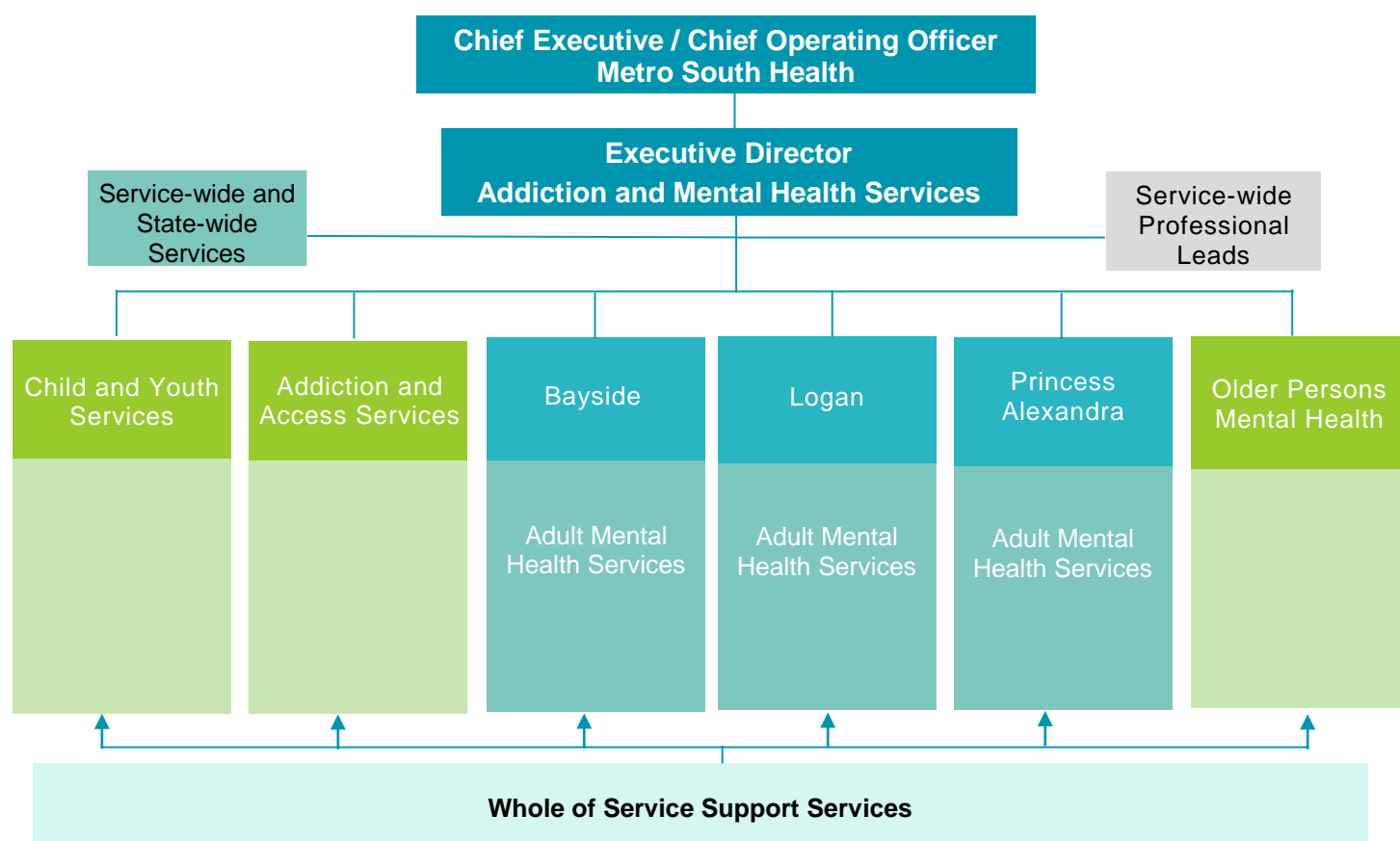
- All employees are to comply with the Code of Conduct for Queensland Public Service. Click on the link: <https://www.forgov.qld.gov.au/code-conduct-queensland-public-service>
- All relevant health professionals are responsible for the maintenance of their capacity and capability in the provision of 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.



Legend

** Nurse Practitioner is a Grade 8

Organisational Structure



Service-wide Professional Leads includes:

- Medical
- Nursing
- Social Inclusion and Recovery
- Therapies and Allied Health

Whole of Service Support Services includes:

- Corporate Services
- Executive Services
- Finance Services
- Human Resources
- Quality, Safety and Improvement Support Unit
- Research and Learning

AMHS Service-wide and State-wide Services includes:

- Consultation Liaison Services
- Deafness and Mental Health
- Post Graduate Training
- Transcultural Mental Health