



# Role Description

<b>Job Ad Reference</b>	H22CHQ419932	<b>Classification</b>	Nurse Grade 5
<b>Role title</b>	Registered Nurse	<b>Salary</b>	\$47.79 - \$51.99 per hour
<b>Status</b>	Permanent or Temporary (up to 12 months)	<b>Closing date</b>	31 May 2024
<b>Unit/Branch</b>	Paediatric Intensive Care Unit (PICU)		
<b>Division/ Hospital and Health Service</b>	Children's Health Queensland Hospital and Health Service	<b>Contact Name</b>	Thimitra Baveas
<b>Location</b>	South Brisbane	<b>Contact Number</b>	07 3068 5883

## About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient and family-centred care at every level of our service and our continuous drive for service and operational excellence.

### Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

### Our Purpose

To offer the best: safe, expert, accessible child and family-centred care for children and young people.

### Our Values

**Respect** – teamwork, listening, support - *We listen to others*

**Integrity** – trust, honesty, accountability - *We do the right thing*

**Care** – compassion, safety, excellence - *We look after each other*

**Imagination** – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

## Unit Profile

The Queensland Children's Hospital (QCH) is the single specialist children's hospital for the state, providing children's clinical, educational and support services at Clinical Services Capability Framework (CSCF) Level 6 for children and young people from birth to 16 years of age (and up to 18 years for established paediatric patients).

The QCH provides the only Level 6 Paediatric Intensive Care Unit (PICU) in Queensland for all critically ill patients from all over Queensland, as well as northern New South Wales (NSW) and the Pacific Rim.

The PICU provides:

- Specialist 1:1 nursing care for intubated patients or seriously ill, injured or complex children including burns, trauma, spinal injury and cardiology patients.
- Monitoring and care for patients after complex surgical procedures including cardiac surgery, renal transplant, liver transplant and neurosurgery.
- Monitoring and care for high dependency patients unsuitable for the ward due to physiological instability, or dependence on specialist technology.
- The paediatric ECLS (Extra-corporeal life support) service.
- Members of the QCH Medical Emergency Team (MET) for inpatient emergency responses, Paediatric Trauma Team, Code ECMO and Ryan's Rules.
- In conjunction with Children's Health Queensland Retrieval Service (CHQRS) provide the Paediatric Retrieval Service for Queensland and Northern NSW.

## Your Opportunity

The Registered Nurse (RN) in the PICU 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.

## Your Role and 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 Children's Health Queensland Hospital and Health Service (CHQHHS) 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 Services which may include Professional Practice Model, quality frameworks 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 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 PICU, CHQHHS 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 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 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, cares and residents on general and clinical information relevant to patient's 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 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.

## Position Reports To

- Reports operationally and professionally to the PICU Nurse Unit Manager.
- This role works directly with the Nursing, Allied Health and Medical staff.
- Responsible for own activities and for delegation of activities to others.
- May fulfil the role of team leader to provide and coordinate clinical care for the unit as delegated.

## Qualifications/Professional Registration/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 Bachelor of Nursing would be well regarded in line with the Australian Qualification Framework.
- Appointees will be required to work all shifts in accordance with the unit roster.
- Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.
- 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 ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).
- All employees are required to complete mandatory training and competencies in accordance with CHQHHS 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>▪ Demonstrate a high level of clinical person-centred care and an effective level of clinical skills and knowledge, competence and experience within the scope of practice.</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>▪ Demonstrate deep of knowledge, skills, experience and competence as an RN in PICU nursing practice</li> </ul> <p>Ongoing commitment to:</p> <ul style="list-style-type: none"> <li>▪ Acquiring further clinical knowledge and skills in the area of PICU patient care.</li> <li>▪ Providing collaborative care and engaging in reflective practice that positively impacts patients' outcomes</li> <li>▪ Maximising continuous improvement</li> <li>▪ Working with integrity and commitment to patient and unit goals.</li> </ul>

## Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'role and responsibilities'.
2. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include 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 do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
3. **Application form** (only required if not applying online).

## Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health website](#).
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Pre-employment screening, including criminal history and disciplinary history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).

- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- 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 ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

**NOTE** that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).

ORGANISATIONAL CHART









