



Aboriginal and Torres Strait Islander Talent Pool

The CHQ Aboriginal and Torres Strait Islander Talent Pool aims to increase the employment opportunities and workforce representation, valuing the unique perspectives, skills, and experiences of Aboriginal and Torres Strait Islander peoples.

Role Description – Assistant in Nursing (NRG1)

Job Ad Reference	H23CHQ513140	Classification	Nurse Grade 1
Role title	Assistant in Nursing	Salary	\$32.23 - \$39.64 per hour (temporary) \$35.29 - \$43.41 per hour (casual)
Status	Temporary full time Temporary part time Casual	Closing date	Ongoing
Unit/Branch	Children's Health Queensland Hospital and Health Service		
Division/ Hospital and Health Service	Children's Health Queensland Hospital and Health Service	Contact Name	CHQ Footprints Program
Location	Brisbane	Contact Number	CHQ_footprints@health.qld.gov.au

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 Interprofessional team of more than 4,500 people, our point of difference is in the way we provide comprehensive care to children, young people and their families every day. This is through our steadfast commitment to providing person-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 improve the health and wellbeing of children and young people through world-class care, research, advocacy and leadership.

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.

Your Opportunity

The Assistant in Nursing (AIN) assists and supports the Registered Nurse (RN) in the provision of direct/indirect person-centred care. The AIN is responsible for providing nursing care in a professional, safe and compassionate manner as a member of Children's Health Queensland Hospital and Health Service according to their education and competence.

Autonomy

- Work at all times under the direct or indirect supervision of a Registered Nurse.
- Work may be overseen by an Enrolled Nurse (EN)
- Onsite supervision required.

Your Role and 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 1 Band 1 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 own healthcare practices and to the responsible RN for delegated patient care.
- This role assists the RN to effectively assess, plan and implement individual patient care and with the routine functioning of the ward/unit including escalation of patient care issues and concerns.
- Responsible for accepting delegated tasks/duties which require basic skills, training and experience.
- Responsible for providing safe, compassionate care, integrating the nursing Professional Practice Model, quality frameworks 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.
- Work within a plan developed by the RN and under supervision and direction of RN in accordance with the education, training and experience of the AIN.
- Gather information about patient care needs by observing the patient and reporting to the RN to assist the RN to assess, plan and evaluate care.
- Perform and report on outcomes of care delivery as delegated by the RN.
- Contribute to the maintenance of a safe and secure environment of the staff and patients.
- Complete other unit duties including the maintenance of clinical stores, restocking, equipment checking and maintenance, effective use of resources, maintaining clean patient environment, clerical and specific tasks directed by RN's and NUM as required.
- Demonstrate flexibility, integrity, transparency and accountability.
- Demonstrate a strong commitment to teamwork and unit goals.
- Demonstrate positive team involvement and responsible for effective and compassionate verbal communication to patients and team members.
- Commitment and contribution to Aboriginal and Torres Strait Islander health equity reform, to Close the Gap by 2033, as underpinned by the CHQ Aboriginal and Torres Strait Islander Health Equity Strategy 2022 – 2025.

Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the unit and organisation.
- Contribute to the maintenance of a physically, culturally and psychosocially safe environment for patients and staff.
- Engage in incident reporting to promote safe and/or rectify unsafe practice and report accordingly to the RN.
- Responsible for completing required documentation and becoming a proficient user of the Electronic Medical Record (EMR) and other Information Technology systems and once proficient remain current with changes, updates and contingencies.
- Responsible for maintaining access and confidentiality; incorporating technology with compassionate nursing care to achieve a 'high tech, high touch' practice.

Domain 3: Education

- Attend training sessions to apply standardised practices and procedures, as delegated.
- Ensure unit competencies are maintained.
- Maintain personal ongoing education and development portfolio and attend education sessions.

Domain 4: Research

- Contribute to evaluative research activities as appropriate

Position Reports To

- Nurse Unit Manager of the relevant Ward/Department.

Staffing and Budgetary Responsibilities

- Nil Requirements

Qualifications/Professional Registration/Other Requirements

- A Certificate III relevant to the clinical area is highly regarded and/or currently studying a Bachelor of Nursing degree
- Appointees will be required to work all shifts in accordance with the unit roster. This position is required to undertake shift work covering 24 hours a day, seven days a week.
- Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.
- 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](#)).
- Prior to any offer of employment being made, you will need to provide evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases. (relevant to HHS)

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"> ▪ Consistently deliver a high level of service to patients, building rapport and showing compassion and empathy.
Domain 2: Supports of Systems	<ul style="list-style-type: none"> ▪ Possess a basic knowledge of quality processes and demonstrate a willingness to participate in quality activities. Contribute to a safe environment for patients and staff. Demonstrate effective teamwork to build a positive team culture within their work unit.
Domain 3: Education	<ul style="list-style-type: none"> ▪ Understand the importance of lifelong learning through ongoing education and apply of knowledge to ensure the provision of safe reliable care.
Domain 4: Research	<ul style="list-style-type: none"> ▪ Demonstrate an understanding of evidence-based practice and application to the clinical setting.
Team Focus	<ul style="list-style-type: none"> ▪ Demonstrate honesty, integrity and respect for all patients, carers and staff. ▪ Demonstrate the importance of working as a healthcare team member. ▪ Willing to take instructions and guidance from others and willing to contribute to the successful functioning of the team and service.
Clinical/Specialist/Technical Knowledge	<ul style="list-style-type: none"> ▪ Demonstrate the ability to learn unit routines and provide quality person centred care. ▪ As an AIN, always work under the supervision of an RN, reporting progress regularly. ▪ Demonstrate flexibility, a positive attitude and maintain enthusiasm for duties.

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.

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 Children, Youth Justice and Multicultural Affairs.
- 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.
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 - pertussis (whooping cough)
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 - 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).