



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 – Undergraduate Student in Nursing (NRG2)

Job Ad Reference	H23CHQ513140	Classification	Nurse Grade 2
Role title	Undergraduate Student in Nursing	Salary	\$32.89 - \$33.33 per hour (temporary) \$40.46 - \$40.99 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 Undergraduate Student in Nursing (USIN) assists and supports the RN in the provision of direct/indirect person-centred care and required unit duties within various Work Units. This role provides an opportunity for ongoing development of the undergraduate student into the profession of nursing, the organisation and healthcare team culture and function.

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 2 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 responsible to the RN for delegated episodes of care.
- 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.
- Plan workload, prioritise tasks, complete documentation and communicate actions in a timely manner to the RN and/or relevant healthcare team members.
- Responsible for completing nursing care in a professional, safe and compassionate manner; abiding by unit quality standards and escalating issues and concerns to the RN.
- Assist the RN to effectively assess, problem solve, plan and implement individual person-centred care.
- Perform a range of duties that require basic skills, knowledge, training and experience increasing complexity relevant to level of education and experience.
- Demonstrate respect to patients/residents/clients and the wider healthcare team
- Demonstrate flexibility, integrity, transparency and accountability.
- Demonstrate a strong commitment to teamwork and unit goals.
- 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 allocated Work Unit, CHQHHS and Department of Health, Queensland.
- 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.
- Demonstrate positive behaviours/attitudes and communicate professionally and honestly.
- 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.
- Commit to the provision of a high quality of nursing care, aligning practice with The National Safety and Quality Health Service Standards and always escalating unsafe practices, issues and concerns to the RN.
- Ensure safe and efficient usage of material resources by following unit structures and processes.

Domain 3: Education

- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Maintain an ongoing personal development educational portfolio.
- Share knowledge gained to educate and inform patients/residents/clients and team members.

Domain 4: Research

- Contribute to evaluative research activities as appropriate.
- Apply evidence-based guidelines to achieve positive patient care outcomes.

Position Reports To

Reports directly to the Nurse Unit Manager (NUM) the Clinical Nurses (CNs) and RN in the ward.

Qualifications/Professional Registration/Other Requirements

- Mandatory requirement for appointment to this role - undertaking or completed, on a full-time basis, the second semester of the second year of a pre-registration university program or undertaking the fourth semester of a second-year post graduate pre-registration university program in a nursing qualification approved by the NMBA. Documented evidence of completion of these programs is mandatory and required prior to commencement in the USIN role.
- **“Under section 25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be indigenous to the Aboriginal and/or Torres Strait Islander 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
- 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:

Domain 1: Direct comprehensive care or provision of direct care	<ul style="list-style-type: none"> ▪ Consistently deliver a high level of service according to Department procedures and processes and required standards. ▪ Demonstrate effective teamwork to build a positive team culture within their work unit.
Domain 2: Supports of Systems	<ul style="list-style-type: none"> ▪ Demonstrate knowledge of and a commitment to quality processes and evidence-based practices. ▪ Maintain a safe clinical environment by identifying and rectifying unsafe practice.
Domain 3: Education	<ul style="list-style-type: none"> ▪ Utilise ongoing learning and professional development to provide consistent quality person centred care and health education to patients and others.

Domain 4: Research	<ul style="list-style-type: none"> ▪ Apply evidence-based guidelines to achieve positive patient outcomes.
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	<p>As a USIN, demonstrate an ongoing commitment to:</p> <ul style="list-style-type: none"> ▪ Acquiring clinical knowledge and skills in the area of paediatric centred care. ▪ Providing collaborative care and engaging in reflective practice that positively impacts patients' outcomes ▪ Maximising continuous improvement ▪ Working with integrity and commitment to patient and unit goals.

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. **Evidence of your cultural identification with Aboriginal and/or Torres Strait Islander community.**
4. **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.
- Roles that interact face-to-face with patients; or the work location is in a clinical area such as a ward, emergency department or outpatient clinic; or frequently or regularly requires attendance in clinical areas require evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases:
- 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
- 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).