



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 – Enrolled Nurse (NRG3)

Job Ad Reference	H23CHQ513140	Classification	Nurse Grade 3
Role title	Enrolled Nurse	Salary	\$34.88 - \$37.01 per hour (temporary) \$42.90 – \$45.53 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 Enrolled Nurse (EN) practices under direct and/or indirect supervision of a Registered Nurse (RN) utilising clinical skills to provide evidence-based person-centred care. The EN consolidates knowledge and skills moving from beginner to experienced, applying their depth of knowledge and competence to effectively develop, provide and evaluate patient care, with regular communication and/or assistance from the Registered Nurse.

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 3 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 and supervision of Assistant in Nursing (AIN) as required.
- 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.
- Contribute to unit's philosophy of care delivery under the indirect or direct supervision of the RN.
- Demonstrate professional and collaborative practice when communicating with patients/carers, nursing colleagues and the healthcare team.
- Utilise knowledge to reflect on own nursing practice; plans workload, prioritises tasks, reporting and/or clarifying with RN.
- Demonstrate appropriate planning and coordination skills in clinical care delivery.
- Utilise knowledge and skills within their scope of practice to plan nursing care as delegated by the RN, communicating progress, and documenting accurately.
- Support and quickly adapt to unexpected changes to the Nursing Model of Care e.g. team nursing due to agency/casual replacement staff.
- Demonstrate adherence to quality, infection control and safety standards and engage in problem solving to achieve person centred care by identifying unit/patient care and safety issues and participating in achieving resolutions.

Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the Work Unit, CHQHHS and Department of Health, Queensland.
- Ensure 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.
- Support and participate in quality initiatives and portfolios, aligning evidence-based nursing practice with quality frameworks including The National Safety and Quality Health Service Standards.

- 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.
- Ensure safe and efficient usage of material resources by following unit structures and processes.

Domain 3: Education

- Demonstrate a commitment to increase knowledge, skills and competencies through contributing to quality healthcare, through lifelong learning and professional development of self and others.
- Provide health promotion and education to patients and carers ensuring the information is evidence based, appropriate and fully understood.

Domain 4: Research

- Apply evidence-based guidelines to achieve positive care outcomes for patients as delegated by the RN.
- Participate in evaluative and local action research activities where appropriate.

Domain 5: Professional Leadership

- Participate with other members of the Work Unit in providing support, orientation, and mentorship to the healthcare team, including new and less experienced staff.
- Demonstrate positive behaviours and attributes of integrity, transparency, and accountability.
- Collaborate with the RN in clinical and organisational governance.
- Support and mentor Assistants in Nursing within a clinical area.

Position Reports To

- Nurse Unit Manager of the relevant Ward/Department

Staffing and Budgetary Responsibilities

- The position has line management responsibility as per the attached organisational structure.
- The position has delegations in accordance with the CHQ HHS Delegations Manual for financial and human resources.

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 an Enrolled Nurse (EN). Certified copies of the required information must be provided to the appropriate supervision/manager prior to the commencement of employment.
- Appointees will be required to work all shifts in accordance with the unit roster.
- Medication endorsement is a requirement for this position.
- 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?

You will be assessed on your ability to demonstrate the following key attributes against our [values](#). Within the context of the **'Your Role and Responsibilities'** described above, the ideal applicant will be able to demonstrate the following:

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 clinical care to patients, demonstrating clinical knowledge and consult with the RN to plan, deliver and evaluate person centred care. ▪ Demonstrate effective teamwork to build a positive team culture within the 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"> ▪ Demonstrate ongoing learning and Professional Development to provide safe, quality person centred care including health education to patients and others.
Domain 4: Research	<ul style="list-style-type: none"> ▪ Demonstrate the application of evidence-based guidelines to achieve positive patient outcomes as delegated by registered nurse.
Domain 5: Professional Leadership	<ul style="list-style-type: none"> ▪ Demonstrate collaboration building skills, listening skills, empathy, honesty, integrity and respect for all patients, carers and staff.
Clinical/Specialist/Technical Knowledge	<p>Demonstrate an ongoing commitment as an EN to:</p> <ul style="list-style-type: none"> ▪ Acquiring clinical knowledge and skills in the area you are designated to. ▪ Providing collaborative care and engaging in reflective practice that positively impacts patient's 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.

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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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).