



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 – Registered Nurse (NRG5)

Job Ad Reference	H23CHQ513140	Classification	Nurse Grade 5
Role title	Registered Nurse	Salary	\$38.71 - \$51.97 per hour (temporary) \$47.61 – \$63.92 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 Registered Nurse (RN) 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 work unit, 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

- Nurse Unit Manager of the relevant Ward/Department

Staffing and Budgetary Responsibilities

- Nil Requirements

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.
- Appointees will be required to participate in an on-call roster.
- Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.
- All employees are required to complete mandatory training and competencies in accordance with CHQ HHS policies and procedures.
- 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:

Domain 1: Direct comprehensive care or provision of direct care	<ul style="list-style-type: none"> ▪ 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.
Domain 2: Supports of Systems	<ul style="list-style-type: none"> ▪ 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.
Domain 3: Education	<ul style="list-style-type: none"> ▪ Demonstrates 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"> ▪ Demonstrates the application of evidence based guidelines to achieve positive patient outcomes and identify areas of improvement.
Domain 5: Professional Leadership	<ul style="list-style-type: none"> ▪ Demonstrates clinical leadership in the coordination and provision of patient centred care and best practice outcomes. ▪ Demonstrates collaborative teamwork and decision making, empathy, integrity and respect for all patients, carers and staff.
Clinical/Specialist/Technical Knowledge	<ul style="list-style-type: none"> ▪ Demonstrate deep of knowledge, skills, experience and competence as an RN <p>Ongoing commitment to:</p> <ul style="list-style-type: none"> ▪ Acquiring further clinical knowledge and skills in patient 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.

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.
- 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](#)):
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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).