



# Role Description

<b>Job Ad Reference</b>	H22CHQ4246582	<b>Classification</b>	Nurse Grade 6 (Band 1)
<b>Role title</b>	Clinical Nurse	<b>Salary</b>	\$65.02 - \$69.62 per hour
<b>Status</b>	Casual	<b>Closing date</b>	30 June 2024
<b>Unit/Branch</b>	Acute Response Team, Child & Youth Mental Health Service		
<b>Division/ Hospital and Health Service</b>	Queensland Children's Hospital, Children's Health Queensland Hospital and Health Service	<b>Contact Name</b>	Sharyn Bloomfield
<b>Location</b>	Brisbane	<b>Contact Number</b>	07 3068 2550

## 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.

## About Child & Youth Mental Health Service

The Integrated Child and Youth Mental Health Service (CYMHS) provides complex secondary and tertiary level health care. CYMHS offers specialised mental health services for families with children and young people (birth to 18 years) who experience severe and complex mental health problems, and where their needs cannot be met by other services. CYMHS provides a comprehensive, recovery-orientated mental healthcare service that aims to improve the mental health and wellbeing of children and young people and their carer networks. Recovery principles are embedded into service delivery, culture and practice, providing consumers and their families, in collaboration with other services, access and referral to a range of programs that will support and sustain recovery. CYMHS combines hospital and community-based facilities to provide free consultation, assessment and treatment of children and young people experiencing serious mental health disorders and problems with their carer network.

Children's Health Queensland acknowledges that working in CYMHS is emotionally demanding work and supports staff well-being and self-care at an organisational and individual level.

## Unit Profile

Young people, their families and carers are at the heart of all we do. We are committed to delivering evidence based care in different and innovative ways.

As a campus, we focus on integrated, seamless delivery of care, where the whole campus wraps around each young person and there's no wrong door for accessing care. Our role is to help them on their recovery journey, and work collaboratively.

We also take a 'whole of journey' view of young people, and understand their experience within CHQ starts well before we meet them. We partner with our colleagues across CHQ and work together to provide the best care, including knowing when to draw on each other's expertise. Our role is to advocate for the diverse social, emotional and physical wellbeing of all young people, including addressing discrimination of all types and driving the de-stigmatisation of mental health.

Ultimately, we want mental health to be an integral part of healthcare — and an important part of the experience of all CHQ young people. Our staff are a critical ingredient to this story, and we support and empower them to deliver quality care as they themselves flourish.

The Acute Response Team operates 7 days a week, 24 hours a day to provide timely and responsive support in the management of acute mental health presentations or concerns. Clinicians in the team provide face to face mental health assessments in the Queensland Children's Hospital Emergency Department, after hours mental health consultation and assessment for young people with acute mental health concerns admitted to non-mental health units of the hospital, crisis phone service for young people and their families/carers in the CHQ catchment and follow up phone support for consumers of CHQ catchment, following presentation to an Emergency Department and who are currently consumers of CYMHS community services.

## Your Opportunity

The Clinical Nurse (CN) role provides advanced clinical and problem-solving skills, expert planning and coordination skills in the delivery of mental health assessment, treatment, crisis management and referral for young people and their care networks with complex care needs, ensuring quality standards are met. This role works autonomously within the Healthcare Team structure and is pivotal in the planning, managing and delivering of mental health specialist nursing care. The CN provides clinical leadership for professional and clinical practice, education and research. The role supports in management activities including portfolio responsibilities.

### Autonomy

- Practices autonomously.
- Provides leadership in clinical decision making to give and/or coordinate care to particular patients.

- Assumes responsibility for professional leadership for a ward, service or unit in the absence of the Nurse Grade 7 (NG7).
- Applies critical thinking across all the domains.

## 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 6.1 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 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.
- 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.
- Deliver core clinical services in accordance with National Practice Standards for the Mental Health Workforce including diagnostic assessment and formulation, timely and appropriate clinical interventions, referral, liaison, inter-professional and inter-agency collaborative care planning and consumer advocacy.
- Delegate to and supervises Registered Nurses (RN's), Enrolled Nurses Advanced Skills (ENAS's), Undergraduate Students in Nursing (USIN), Enrolled Nurses (EN's), Assistant in Nursing (AIN's) and undergraduate students as required consistent with the NMBA decision making framework and CN standards for practice.
- Provide expert clinical leadership in consumer assessment, care planning and practice and role model to and collaborate with the healthcare team.
- Responsible for and able to function in complex situations while providing support and direction to the healthcare team.
- Demonstrate a high level of clinical critical thinking and problem-solving skills, applying theory into nursing practice in the provision of best practice.

### Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by CHQ CYMHS, CHQHHS and Department of Health, Queensland.
- Demonstrate participation in developing, evaluating and updating clinical service procedures, protocols, standards and guidelines.
- Apply the quality framework by engaging in incident reporting/investigation and conducts quality improvement audits and develops risk minimisation strategy activities to promote safe and/or rectify unsafe practice.
- Apply change management principles by providing support, guidance, mentoring, preceptorship, role modelling and promotion of cooperation and collaborative teamwork.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in innovation, monitor and report on the impact of change within the position and service.
- Demonstrate effective co-ordination of staff and utilisation of unit resources to optimise service delivery and compliance with the Business Planning Framework.
- 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.

### Domain 3: Education

- Act as a clinical and educational resource within an area based on knowledge, skills and experience to inform evidence-based practice.

- Responsible for updating and managing own contemporary nursing specialist knowledge, competence and capability.
- Assist in clinical facilitation and nursing education to promote a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning.
- Contribute to the support of undergraduate students, USIN's and post graduate students.

#### Domain 4: Research

- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for patients/residents/clients in line with organisational priorities.
- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials and research.

#### Domain 5: Professional Leadership

- Act as a clinical leader, with integrity, transparency and accountability.
- Provide clinical leadership for professional and clinical practice, education and research.
- Proactively engage with the nurse leaders and healthcare team to achieve best practice outcomes within the work unit environment.

### Position Reports To

- Reports operationally to the Team Leader, Acute Response Team (HP5)
- Reports professionally to Nursing Director, CYMHS
- Responsible for own activities and for delegation of activities to others.
- This position fulfils the responsibilities for portfolios including Clinical, Management, Education (clinical facilitation), Research and National Safety and Quality Health Service Standards as delegated or directed.

### 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.
- A post graduate qualification or currently enrolled in a post graduate program in mental health and/or child and youth mental health is highly desirable.
- Credentialed as a mental health nurse or working towards becoming credentialed is desirable.
- It is requirement that all eligible clinicians obtain Authorised Mental Health Practitioner status; and all non-eligible clinicians work towards eligibility to be an Authorised Mental Health Practitioner.
- Appointees will be required to work all shifts in accordance with the unit roster.
- This position may be required to work across all clinical units within child and youth mental health on campus.
- A 'C' Class Drivers Licence is a requirement of this role
- 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
- 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 advanced level clinical and problem-solving skills; expert planning and coordination skills in the clinical management and delivery of comprehensive person-centred care.</li> <li>▪ Demonstrate an advanced knowledge of contemporary practice and theory in speciality area.</li> </ul>
<b>Domain 2: Supports of Systems</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate an advanced understanding of the relevant standards and processes; engages in incident investigation, risk mitigation strategies that foster and support safe practice.</li> <li>▪ Build and maintain strong relationships, open communication within a healthcare team.</li> </ul>
<b>Domain 3: Education</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate ongoing learning and professional development to provide quality person centred care and health education to patients/residents/ clients and others.</li> <li>▪ Actively contribute to the learning and development of others.</li> </ul>
<b>Domain 4: Research</b>	<ul style="list-style-type: none"> <li>▪ Participate in developing and undertaking quality initiatives and audits, identifying inconsistencies between policy and practice.</li> <li>▪ Work collaboratively in leading implementation of policies, practice changes and clinical innovations.</li> <li>▪ Integrate advanced theoretical knowledge and application of quality framework, evidence based practice and research to practice environment.</li> </ul>
<b>Domain 5: Professional Leadership</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate application of advanced clinical leadership through effective delegation, communication, problem solving and critical thinking.</li> <li>▪ Demonstrate a very high standard of personal and professional behaviour and create a culture that reinforces personal and professional standards.</li> </ul>
<b>Clinical/Specialist/Technical Knowledge</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate advanced clinical knowledge, skills and competence in specialist mental health nursing practice and theory. To demonstrate:</li> <li>▪ Delivery of mental health assessment, treatment, crisis management and referral for young people and their care networks with complex care needs</li> <li>▪ Provision of collaborative care and engagement in reflective practice that positively impacts patient's outcomes</li> <li>▪ Working with integrity and commitment to patient, unit and organisational 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

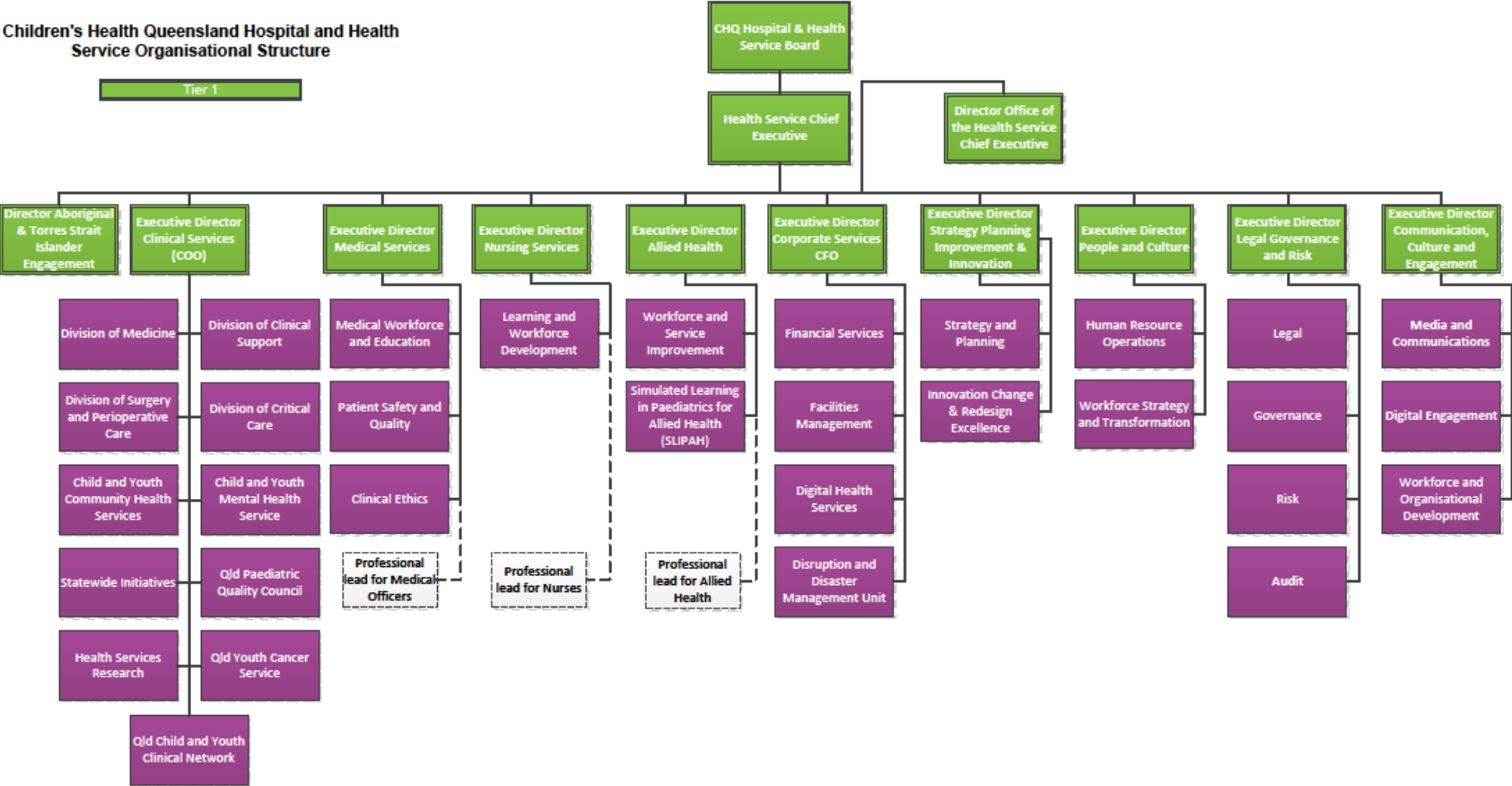
- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health website](#).
- All relevant health professionals (including registered nurses and medical officers) 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 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](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
  - tuberculosis

**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).



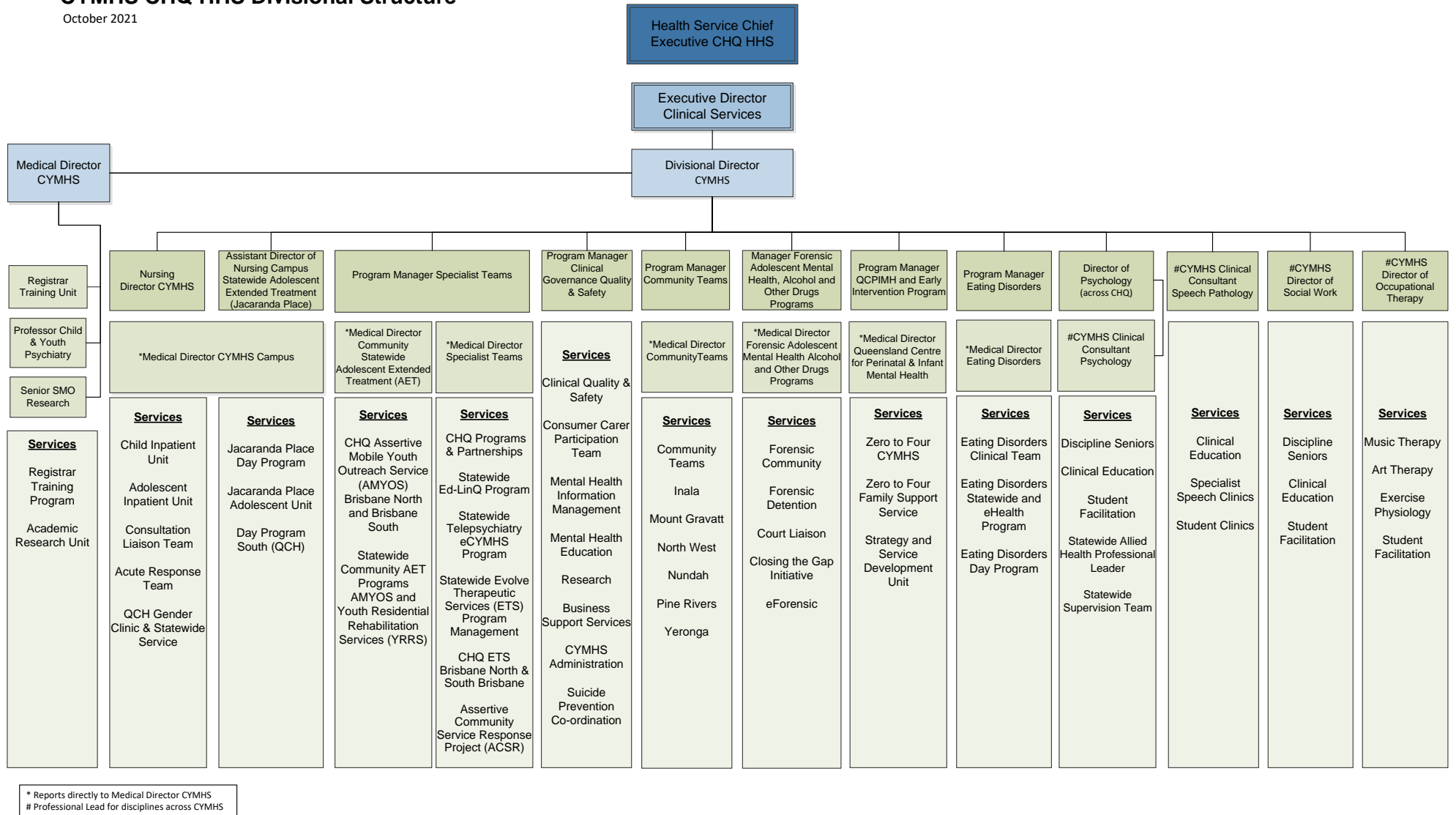
Children's Health Queensland Hospital and Health Service Organisational Structure



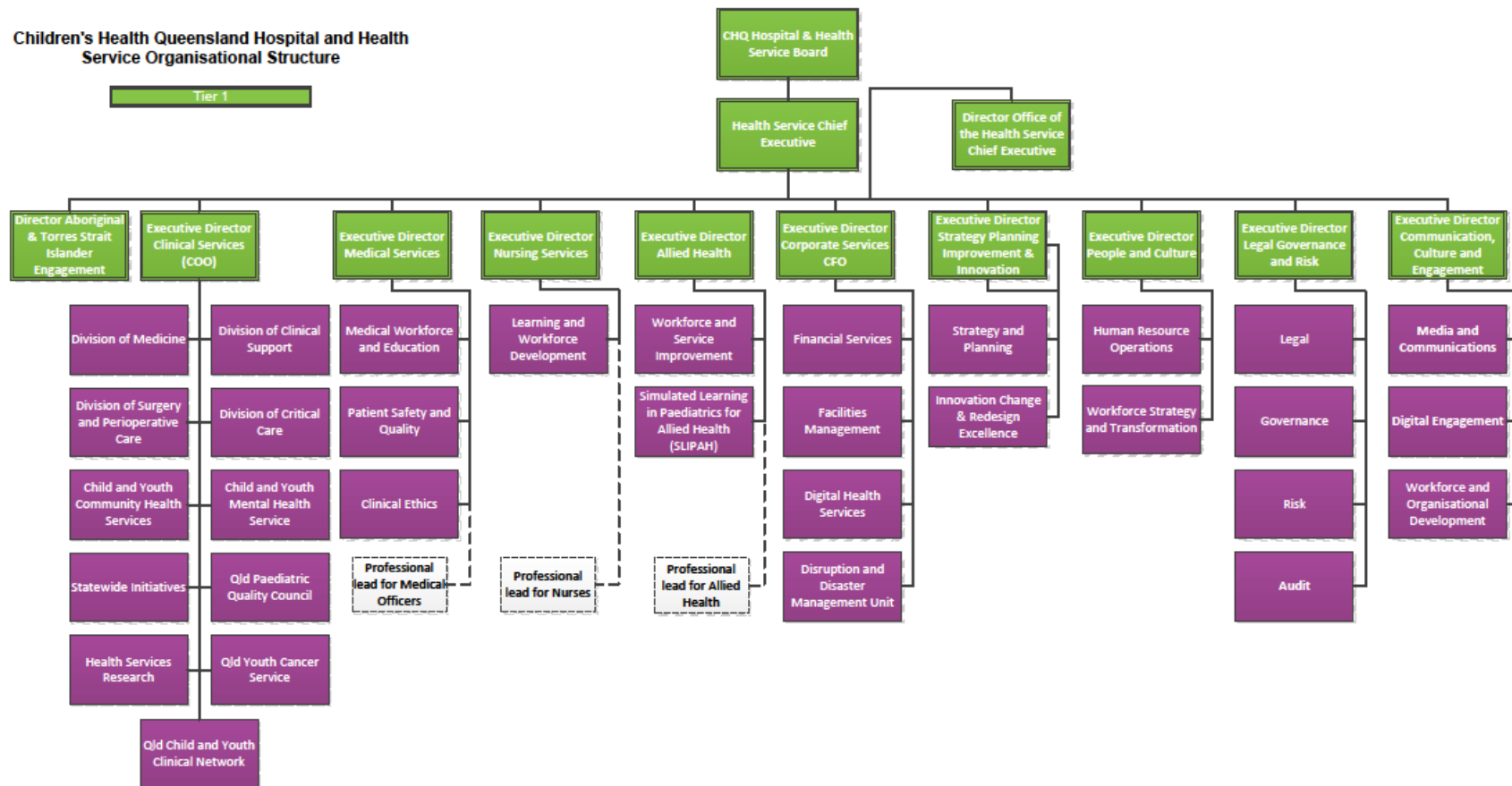
Current as of  
March 2021

## CYMHS CHQ HHS Divisional Structure

October 2021







Current as of  
March 2021

