

Role Details

Job ad reference	GC166740
Role title	Registered Nurse (Emergency Department) – Expression of Interest
Status	Permanent full time Permanent part time Temporary full time Temporary part time Casual
Location	Southport and Robina
Unit/Branch	Emergency Department
Division	Emergency and Specialty Services Gold Coast Hospital and Health Service
Closing date	Ongoing EOI Application will remain current for 12 months
Classification	Nurse Grade 5
Salary	\$80 342 - \$103 053 per annum \$3 079.50 - \$3 950.00 per fortnight \$40.51 - \$51.97 per hour \$49.83 - \$63.92 per hour (casual)
Contact name	Valerie Sutton
Contact number	(07) 5687 0716
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

The Registered Nurse is responsible for providing quality nursing services within a health service setting, consulting with the Nurse Unit Manager or team leader in the coordination and standards of care for patients within the unit.

This role will work collaboratively within the context of a multidisciplinary team in the delivery of evidence-based person-centred care and service planning, supporting a culture reflective of the principles of the Magnet Recognition Program®.

As the Registered Nurse, you will demonstrate competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

Professional Practice Model

Gold Coast Health's [Professional Practice Model](#) (PPM) was developed as part of our journey to Magnet recognition. It depicts how we practice, collaborate, communicate and develop professionally to provide safe, high quality, person-centred care.

Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

The sixth domain of the CCF is the Professional Capabilities domain. Visit the [Nursing/Midwifery Career Pathways](#) factsheet for further detail. The Key Duties and Accountabilities section in this role description is based on the Nursing/Midwifery Career Pathways.

Leader Level: Leading Self

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self Act with Integrity - Work within the limits of level and delegation, acknowledging mistakes, seeking guidance and upholding ethics
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self Work Collaboratively - Work collaboratively within teams, communicating progress, providing information, helping others and acknowledging shared effort
Results Focused	Drive and influence successful organisational outcomes	Leading Self Demonstrate Accountability - Take responsibility for actions both professionally and personally, acting within authority levels, acknowledging mistakes and seeking opportunities to continually learn and grow
Business Enablers	Boost effective service delivery and champion change management	Leading Self Leverage Technology - Demonstrate understanding of the use of technology, complying with policies and protocols
Leadership and People Management	Inspire, engage and build our workforce	Leading Self Build and Develop our People - Contribute to developing capability to deliver services, identifying learning opportunities and continually seeking feedback

Magnet Recognition Program®

Gold Coast Health is the first whole health service in Australia to achieve Magnet Recognition®, a four-yearly credential that is the hallmark of excellence and the highest international recognition healthcare organisations can achieve for nursing and midwifery practice.



Magnet organisations are renowned for exceptional patient care and outcomes; nursing and midwifery professionalism; support for lifelong learning; high levels of staff and patient satisfaction; values-based work environments; research and innovation.

About Nursing and Midwifery Services

Gold Coast Health nurses and midwives are well placed to contribute to the organisation's vision to have the best health outcomes in Australia, having achieved international recognition for excellence in patient care and outcomes through the prestigious Magnet Recognition Program®. Over 4,800 nurses and midwives contribute to building a culture of success through the provision of high-quality care, innovation and professional governance. Staff take pride in their work and feel empowered to perform at a high level.

Initiatives at Gold Coast Health such as the Nursing and Midwifery Professional Recognition program (NMPRP) aim to create a culture of excellence through promoting the professional practice requirements set by the Nursing and Midwifery Board of Australia and by recognising, rewarding and celebrating expertise in nursing and midwifery practice.

Key Duties and Accountabilities

- Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.
- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health Clinical Governance Framework in all areas of your practice.

CLINICAL

- Maintain and role model advanced person-focused, evidence-based care including the appropriate delegation of activities to Assistants in Nursing, Enrolled Nurses and other Registered Nurses.
- Assess, plan, implement and evaluate nursing care in collaboration with individuals, peers and the healthcare team to achieve goals and health outcomes.
- Make appropriate referral to and consult with peers, other relevant health professionals/service providers/ community and support services.

EDUCATION

- Actively engage in professional development of self and support the development of others, including students.
- Engage with consumers to support shared decision making relevant to their care and health literacy within scope of role
- Participate in activities related to clinical, professional and organisational learning to contribute to health care outcomes.

LEADERSHIP

- Role model and uphold nursing and HHS/directorate/facility/service standards, values, codes and guidelines.
- Collaborate with others to provide leadership for professional and clinical practice and provision of health services across the continuum of care.
- Engage with the clinical nurse and others to achieve best practice outcomes.

SYSTEM SUPPORT

- Role model and uphold Work Health and Safety policies and procedures.
- Awareness of human resource, rostering, business planning and information management supportive frameworks and their application.
- Participate in the development, review and evaluation of clinical nursing standards, guidelines, protocols, pathways, procedures, standards and systems of work.

RESEARCH

- Use evidence-based research findings and experience to support clinical decision-making.
- Actively support and lead quality improvement and research initiatives within the work unit, contributing to the use of evidence-based practice to facilitate improved patient outcomes.

- Provide high standards of evidence-based nursing care and documentation, to facilitate quality patient outcomes, in accordance with the National Safety and Quality Health Service Standards and organisational policies and procedures.

Work, Health and Safety

- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.
- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.

Mandatory Qualifications / Professional Registration / Other Requirements

- A Bachelor of Nursing or equivalent is a mandatory qualification for this position.
- Registration as a Registered Nurse under the Health Practitioner Regulation National Law Act 2009 with a current annual practicing certificate from the Australian Health Practitioner Regulation Agency is essential. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- 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 in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- This position requires effective computer skills to use clinical information systems and other applications relevant to role.
- This position may be required to work across Gold Coast Hospital and Health Service.

How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) outlining your suitability for the role. In your response, please consider the Core Role Capabilities listed under 'Organisational Alignment' using recent examples of your experience, aligned to the 'Key Duties and Accountabilities' listed above. Please note the **Role Specific Information** on the following page provides the specific context of the advertised role.

Submit your application via www.smartjobs.qld.gov.au

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A six month probation period may apply to this appointment.

Role-Specific Information

About the Service line/Team/Unit

The Emergency Service is located in the Division of Emergency and Specialty Services. The Division nurtures productive relationships with colleagues through pre-hospital care, primary care, private hospitals, non-government organisations, aged care facilities and community organisations. Gold Coast Hospital and Health Service has Emergency Departments located at Gold Coast University Hospital and Robina Hospital.

Gold Coast University Hospital (GCUH) Emergency Department (ED) is classified as a level 6 tertiary facility under the Clinical Services Capability Framework (V3.1) as developed by the QLD Department of Health.

The GCUH Emergency Department provides comprehensive care for approximately 114,000 presentations per annum. The Department provides a 24hr triage service for all levels of presentations from high end trauma to minor injuries including paediatric presentations. The Emergency Department was established in 2013 and has a total of 75 treatment spaces, including procedure rooms, a Clinical Decisions Unit (CDU), separate Children's Emergency and a 20 bed Adult and Children's Short Stay Unit (SSU).

The Robina Hospital Emergency Department is classified as a level 4 facility under the Clinical Services Capability Framework version 3.1 as developed by the Queensland Department of health (DoH).

The Robina ED provides comprehensive care for approximately 62,000 presentations per annum for both adults and children (approximately 10,000 paediatric presentations each year). The department provides a 24-hour triage service for all levels of presentations and has the ability to provide high-quality trauma care to medium and minor level trauma patients and is capable of stabilizing trauma patients until transfer.

The Robina ED was established in 2007 and has a total of 46 treatment spaces, inclusive of a Resuscitation Room, 2 dedicated paediatric beds, adult and children Short Stay beds and a 6 bed Clinical Decision Unit and Fast Track (minor injuries area).

When applying, it is preferable that in your cover letter you nominate the preferred Emergency Department you wish to gain employment at and the type of employment you are seeking (Full time, Part time, permanent, temporary or casual).

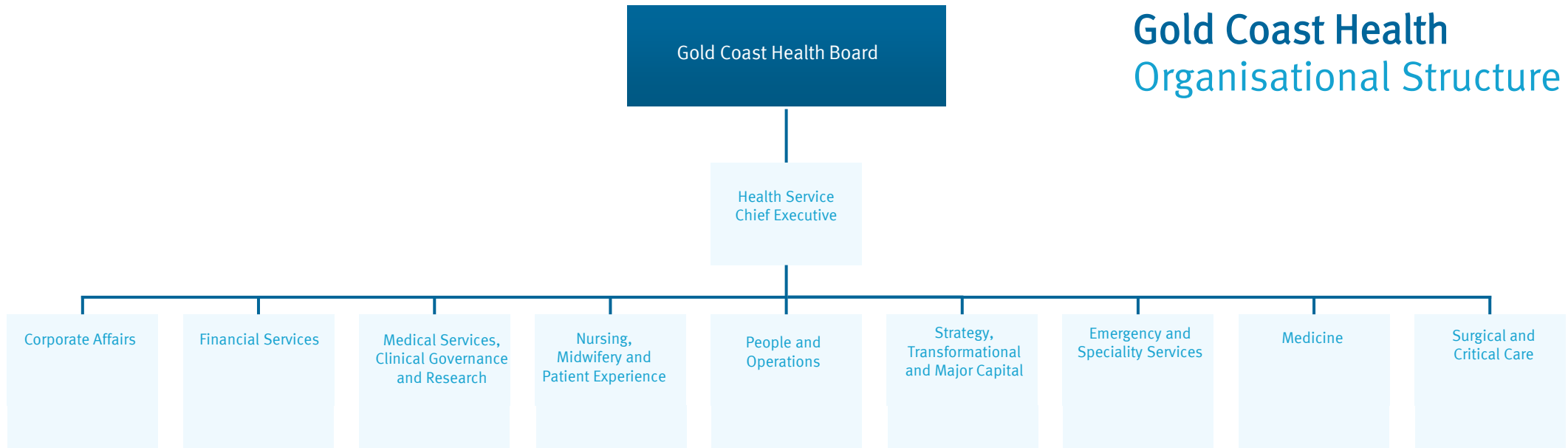
About the Role

- Possess skills that incorporate knowledge and experience in an Emergency or Critical Care Department.
- Experience and skills relating to the Triage area of the Emergency Department together with knowledge and experience in the Resuscitation area of a busy Emergency Department will be highly regarded.
- Possess sound interpersonal and communication skills that support therapeutic communications, effective protection of patient rights and working within a multidisciplinary team environment.
- Must utilise nursing knowledge and skills to assess, plan, implement and evaluate patient care and gain appropriate support to address patient care needs that are outside the scope of practice.
- Effectively coordinate patient admissions, discharges and all Accident and Emergency presentations and gain support from others within the multidisciplinary team for complex care needs.
- Manage own workload, and gain support from colleagues if workloads are not being achieved or patient care needs exceed scope of practice.
- Contribute to the use of evidence-based practice and continuous quality improvement in care delivery to achieve the goal of optimal patient outcomes.
- Undertake self-appraisal and professional development to meet identified learning needs and Nursing and Midwifery Board of Australia Continuing professional Development Registration Standard requirements.
- Demonstrate and actively seek own learning and development through many educational opportunities including post graduate studies.
- Practice at a level in accordance with relevant professional competency standards and codes. Apply contemporary human resource management principles to ensure that the unit working environment meets legislative standards and Queensland Health policy.
- Provide effective and efficient clinical care in the Emergency department and work in collaboration with the Assistant Director of Nursing, Nurse Unit Manager and Clinical Nurse Consultants to ensure the maintenance of safe standards in patient care.
- Manage conflict and incidents appropriately and in a professional manner.
- Working in the Emergency Department, it is beneficial to have a level of knowledge and experience in a range of IT systems, such as IEMR, FirstNet and other Emergency department centric systems.

Reporting Relationships

- This position reports to the Nurse Unit Manager and Nurse Manager of the Emergency Department.

Gold Coast Health Organisational Structure



Our philosophy

Always Care.

Our vision
We will have the best health outcomes in Australia.

Our purpose
To be a leader in compassionate, sustainable, highly-reliable healthcare.

Our values



Integrity	To be open and accountable to the people we serve
Community first	To have the patient's and the community's best interests at heart
Excellence	To strive for outstanding performance and outcomes
Respect	To listen, value and acknowledge each other
Compassion	To treat others with understanding and sensitivity
Empower	To take ownership and enable each other to achieve more



Prepared by: Human Resource
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