

## Role Details

### Job ad reference

**Role title** Registered Nurse (Special Care Nursery) – Expression of Interest

**Status** Permanent full time, Permanent part time, Temporary full time, Temporary part time  
Please note, future vacancies of a temporary full time and part time nature may also be filled through this recruitment process.  
Please note, suitable part time or job share arrangements may be accommodated within this role.

**Location** Southport  
Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements

**Unit/Branch** Special Care Nursery  
**Division** Women's Newborn and Childrens Health  
Emergency and Specialty Services  
Gold Coast Hospital and Health Service

**Closing date** Ongoing  
Application will remain current for the duration of the vacancy

**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

**Contact name** Margot van Drimmelen

**Contact number** (07) 5687 3504

**Online Applications** [www.smartjobs.qld.gov.au](http://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

<b>Personal Attributes</b>	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
<b>Build Relationships</b>	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
<b>Results Focused</b>	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
<b>Business Enablers</b>	Boost effective service delivery and champion change management	Leading Self   Leverage Technology - Demonstrate understanding of the use of technology, complying with policies and protocols
<b>Leadership and People Management</b>	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.

## 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 in 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.
- For Mental Health nurses only (if applicable – Recruitment to delete) – Registered nurses working within Mental Health are to be credentialed through the College of Mental Health Nurses, or be prepared to work towards a credential in Mental health nursing within an agreed period.
- A postgraduate qualification within a relevant specialty will be highly regarded.
- 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](http://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. Late applications cannot be submitted online. For a late application to be considered, please contact Recruitment on [NursingMidwiferyRecruitment\\_GoldCoast@health.qld.gov.au](mailto:NursingMidwiferyRecruitment_GoldCoast@health.qld.gov.au)

## 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

Special Care Nursery (SCN) is part of the Newborn Care Unit at Gold Coast University Hospital, within the division of Women's, Newborn & Children's Services.

SCN has 24 commissioned cots with a built capacity for 28 babies and operates as a Level 4 service under the Queensland Clinical Services Capability Framework (CSCF), which includes, but is not limited to caring for babies born at 32 weeks gestation and birth weight of  $\geq 1500$  grams.

Within SCN there is capacity to care for up to 4 High Dependency level babies requiring respiratory support in the form of Humidified High Flow Nasal Cannula (HHFNC) oxygen and peripherally inserted central catheters (PICC's).

The Newborn Care Unit also has a co-located Neonatal Intensive Care Unit (NICU) providing Level 6 CSCF neonatal care. This care criteria includes, but is not limited to:

- 26 weeks gestation with an estimated birth weight of more than 1000 grams
- All forms of mechanical ventilation including HFOV
- Nitric Oxide therapy
- Exchange transfusions
- Parenteral Nutrition
- Non-complex surgical procedures

The Newborn Care Unit is supported by a comprehensive multi-disciplinary team which includes, but is not limited to:

- Neonatal Nurse Navigator
- Maternity Home Visiting Team
- Lactation Consultants
- Social Worker
- Physiotherapists
- Occupational Therapists
- Speech Therapists
- Dieticians
- Neonatal Pharmacist
- Medical Specialities – surgery, ophthalmology, neurology, cardiology

Babies requiring cardiac surgery or with other complex medical or surgical conditions will be managed at either Mater Mother's or Queensland Children's Hospitals.

### About the Role

- Provide high standards of evidence-based neonatal nursing care and documentation to facilitate quality outcomes for infants within the Special Care Nursery.
- Supervise, lead and direct Enrolled Nurses, Assistants in Nursing and nursing students.
- Commit to enrolling in the 'Transition Support Program – Neonatal' to gain formal neonatal nursing qualifications if not already achieved.
- Practice collaboratively with the multidisciplinary health care team to promote best outcomes for babies and their families.
- Be required to work a full range of shifts to meet our 24-hour service.
- Practice to full scope of practice as per the defined practice standards for registered nurses set out by the NMBA and registered with AHPRA.
- Effectively manage self and work with the Nurse Unit Managers and Clinical Nurses to meet personal professional development needs.
- Coordinate clinical care in the work unit (including performing the role of shift coordinator as required) utilising well developed contemporary clinical and problem-solving skills.
- Role model a people focused approach to evidence-based care and support and maintain a unit culture reflective of the principles of Transforming Care.
- Provide relevant, contemporary information and education to patients/clients and families/care-givers to promote independence and control over their health.
- Provide effective communication throughout the service units to promote positive team functioning and facilitate consumer focused service delivery.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Responsible for delegation of scope of practice specific duties to AIN, EN, EEN, ENAP.

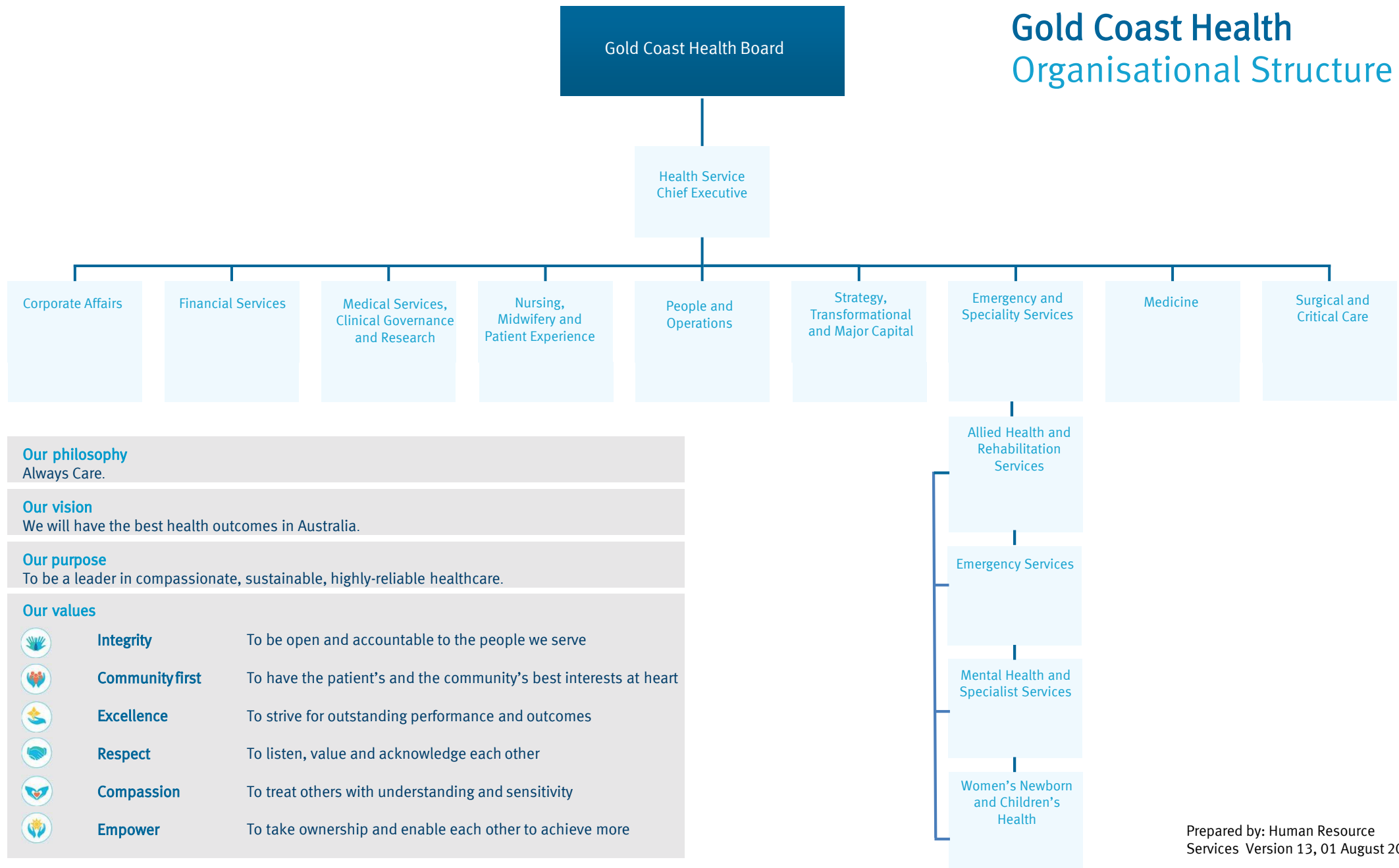


- Provide effective and efficient clinical care and work in collaboration with the multidisciplinary team and non-clinical personnel to provide quality nursing care.
- Participate in quality improvement and evidence-based practice activities to ensure consumer care meet best practice standards.
- Contribute to clinical research at a unit level and contribute to and support the implementation of evidence-based practice.
- Contribute to the educational needs of all members of the multi-disciplinary team including students and novice members by imparting knowledge of the treatment and nursing care and development of specialist nursing skills for patients requiring care.
- Monitor clinical staff capabilities and act in the role of preceptor and mentor to beginning practitioners to develop their potential, acting as a mentor and provide support and a positive learning environment to students, new and novice staff within the In-Patient Unit.
- Be actively involved in a Quality portfolio as delegated.
- Maintain contemporary Nursing practice through on-going professional development.
- Demonstrate commitment to building the GCHHS vision of becoming a world-class organisation by participating in and contributing to the Magnet Recognition Program®.

### Reporting Relationships

- This position reports to the Team Leader operationally during the shift and professionally to the Nurse Unit Manager Special Care Nursery.

# 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