

Role description

Nursing and Midwifery Talent Pool

Status	Permanent full time and part time Temporary full time and part time	Job ad reference	QLD/558069
Branch and Division	<p>Queensland Health State-wide:</p> <ul style="list-style-type: none"> • Cairns and Hinterland Hospital and Health Service • Childrens Health Queensland • Central Queensland Hospital and Health Service • Central West Hospital and Health Service • Darling Downs Hospital and Health Service • Gold Coast Hospital and Health Service • Mackay Hospital and Health Service • Metro North Hospital and Health Service • Metro South Hospital and Health Service • North West Hospital and Health Service • South West Hospital and Health Service • Sunshine Coast Hospital and Health Service • Torres and Cape Hospital and Health Service • Townsville Hospital and Health Service • West Moreton Hospital and Health Service • Wide Bay Hospital and Health Service 	Salary range	<p>NG3 \$69,160 – 73,400pa</p> <p>NG4 \$75,573, - \$80,193pa</p> <p>NG5 \$\$80,342 - \$103,053pa</p> <p>NG6 \$104,816 - \$120,290pa</p> <p>NG7 \$128,701 - \$139,732pa</p> <p>NG8 \$144,913 - \$151,292</p> <p>NG9 \$148,007 - \$158,555</p>

Classification	NG3, NG4, NG5, NG6, NG7, NG8, NG9	Contact Details	Candidate Care Team Candidatecare_doh@health.qld.gov.a
Location	Cairns and Hinterland, Central Queensland, Central West, Darling Downs, Gold Coast, Mackay, North West, North Brisbane, South Brisbane, South West, Sunshine Coast, South Brisbane, Torres and Cape, Townsville, West Moreton, Wide Bay Regions	Closing date	Sunday, 30 th June 2024

Our values

Our values are those of the Queensland public service



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

These five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.

Your key responsibilities

Nurse Grade 3 – Enrolled Nurse

An employee who is a enrolled nurse who supports a registered nurse/registered midwife in the provision of patient centred care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.

Autonomy

- A. Practises under the direct or indirect supervision of a registered nurse/registered midwife assisting with the care of recipients of healthcare services as delegated by the registered nurse/registered midwife.
- B. Seeks assistance and support in decision making from a registered nurse/registered midwife

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice and supervision of unregulated healthcare workers.

- Provide direct and indirect care, engage in reflective and analytical practice and demonstrate professional and collaborative practice.
- Consolidate educational preparation and increase knowledge and skills while moving from beginner to experienced.
- Collaborate and consult with healthcare recipients, their families and community as well as registered nurses/registered midwives and other health professionals, to plan, implement and evaluate nursing care.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the organisation.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Engage in incident reporting and participate in quality improvement activities to promote safe and /or rectify unsafe practice.
- Participate with other members of the healthcare team in providing support and mentorship to new and less experienced staff.
- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Provide health promotion and education to recipients of healthcare services and carers.
- Participate as appropriate in evaluative and local action research activities. Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services as delegated by the registered nurse/registered midwife.
- Collaborate with the registered nurse/registered midwife in clinical and organisational governance.
- Under the guidance of the registered nurse/registered midwife work to achieve best practice outcomes within the work unit environment.

Nurse Grade 4 – Enrolled Nurse Advanced Skill

An employee who is a enrolled nurse with advanced skill who supports a registered nurse/registered midwife in the provision of patient centred care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.

Autonomy

- A. Practises predominately with indirect supervision while assisting with the care of recipients of healthcare services as delegated by the registered nurse/registered midwife.
- B. Seeks assistance and support in decision making from a registered nurse/registered midwife

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice and supervision of unregulated healthcare workers.
- Provide direct and indirect care, engage in reflective and analytical practice and demonstrate professional and collaborative practice.

- Demonstrate a greater depth of knowledge, skills, experience, competence and more effective integration of theory to practice than a Nurse Grade 3.
- Provide support and direction and act as a role model to others where appropriate.
- Demonstrate greater experience and competence in the development, implementation and evaluation of care plans than a Nurse Grade 3.
- Provide effective communication with members of the healthcare team, recipients of healthcare services, families and other agencies in collaboration with the registered nurse/registered midwife.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the organisation.
- May assist in reviewing and evaluating nursing/midwifery standards at the local level.
- May hold a portfolio in an area of advanced skill.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Engage in incident reporting and participate in quality improvement activities to promote safe and /or rectify unsafe practice. Mentorship/Reporting lines
- Participate with other members of the healthcare team in providing support and mentorship to new and less experienced staff.
- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Provide health promotion and education to recipients of healthcare services and carers.
- Educate and support less experienced staff in relation to the provision of care where appropriate.
- Participate as appropriate in evaluative and local action research activities.
- Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services as delegated by the registered nurse/registered midwife.
- Collaborate with the registered nurse/registered midwife in clinical and organisational governance through active participation in team leadership and decision making.
- Under the guidance of the registered nurse/registered midwife work to achieve best practice outcomes within the work unit environment.

Nurse Grade 5 – Registered Nurse

An employee who is a registered nurse who:

- A. provides nursing services within health service settings; and
- B. demonstrates competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.

Autonomy

- A. Practises independently and interdependently.
- B. Assumes accountability and responsibility for own actions and delegation of care to enrolled nurses, assistants in nursing and healthcare workers.

- C. 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.

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice, professional advice given and for activities delegated to a registered nurse/registered midwife, enrolled nurse or unregulated healthcare worker.
- Accountable for delegation of activities to others and shifting accountability/coordination as allocated.
- Assess, plan, implement and evaluate nursing care in collaboration with individuals, peers and the healthcare team to achieve goals and health outcomes.
- Take a leadership role in the coordination of nursing and provision of health services across the continuum of care.
- Make appropriate referral to, and consult with peers, other relevant health professionals, service providers, and community and support services.
- Participate in developing, reviewing and evaluating clinical/nursing standards, guidelines, protocols, pathways, procedures, standards and systems of work.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the organisation. Quality/Safety/Risk management
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in incident investigation and quality improvements to promote safe and /or rectify unsafe practice.
- Provide support, guidance, preceptorship, supervision and mentoring to healthcare team as appropriate.
- Delegate to and supervise enrolled nurses and students consistent with the NMBA decision making framework and registered nurse standards for practice.
- Depending on service size/location may take on the role of team leader and/or shift coordinator, commensurate with the level of competence.
- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Provide health promotion and education to recipients of healthcare services and carers. •
- Support nursing/midwifery practice and learning experiences by providing in service teaching, orientation and preceptorship for the nursing/midwifery team.
- Participate in evaluative and local action research activities.
- Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services.
- Provide clinical leadership for professional and clinical practice.
- Collaborate in clinical and organisational governance.
- Proactively engage with the clinical nurse and others to achieve best practice outcomes within the work environment.

Nurse Grade 5 – Registered Midwife

An employee who is a registered midwife who:

- A. provides midwifery services within health service settings; and
- B. demonstrates competence in the provision of midwifery care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.

Autonomy

- A. Responsible and accountable professional who works in partnership with women to give the necessary support, care and advice during pregnancy, labour and the postpartum period, to conduct births on the registered midwife's own responsibility and to provide care for the newborn and the infant.
- B. Demonstrates evidence of increasing autonomy and exercises greater levels of professional judgement in the clinical environment as the employee moves from beginning to experienced practitioner.

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice, professional advice given and for activities delegated to a registered nurse/registered midwife, enrolled nurse or unregulated healthcare worker.
- Accountable for delegation of activities to others and shifting accountability and coordination as allocated.
- Consolidate educational preparation in midwifery and increase knowledge and skills while moving from beginner to experienced practitioner.
- Provide midwifery care in any setting including the home, community, hospitals, clinics or health units to assess needs, plan and implement or coordinate appropriate service delivery in partnership with women and/or other healthcare providers.
- Develop in partnership with women individualised care plans for antenatal, postnatal and intrapartum care and may extend to women's health, sexual or reproductive health, preparation for parenthood and child care.
- Assist in developing, reviewing and evaluating midwifery standards, established guidelines, protocols, procedures, standards and systems of work.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the organisation.
- Maintain mother/newborn/infant safety, risk minimisation and safe work activities within the practice setting.
- Participate in incident investigation and quality improvements and incident investigation to promote safe and /or rectify unsafe practice.
- Provide support, guidance, preceptorship, supervision and mentoring to new and less experienced staff.
- Delegate to and supervise registered nurses, enrolled nurses and students consistent with the NMBA decision making framework and registered midwife standards for practice.

- Depending on service size/location may take on the role of team leader and/or shift coordinator, commensurate with the level of competence.
- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Counsel in health and education, not only for the woman, but also within the family and the community.
- Support midwifery practice and learning experiences by providing in-service teaching, orientation and preceptorship for the nursing/midwifery team.
- Participate in evaluative and local action research activities.
- Apply evidence-based guidelines to achieve positive care outcomes for recipients of health care services.
- Provide clinical leadership for professional and clinical practice.
- Collaborate in clinical and organisational governance.
- Proactively engage with the clinical midwife and others to achieve best practice outcomes within the work environment.

Nurse Grade 6, Band 1 – Clinical Nurse/ Clinical Midwife

An employee who is a registered nurse/registered midwife who:

- A. provides nursing and/or midwifery services in health service settings; and
- B. is responsible for a portfolio with a focus on clinical care/leadership, management, education and/or research. The activities required of roles at this level are predominantly clinical in nature, but also provide support to a Nurse Grade 7 or above in management activities.

Autonomy

- A. Practices autonomously. Nurses and Midwives (Queensland Health) Award – State 2015 Schedule 2 - Generic Level Statements Page 78 of 121
- B. Provides leadership in clinical decision making to give and/or coordinate care to
- C. particular recipients of healthcare services.
- D. Assumes responsibility for professional leadership for a ward, service or unit in the absence of the Nurse Grade 7.
- E. Applies critical thinking across all the domains.

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice, professional advice given and for activities delegated to a registered nurse/registered midwife, enrolled nurse or unregulated healthcare worker.
- Accountable for the delivery of safe clinical practice and professional advice.
- Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services.
- Identify, select, implement and evaluate nursing/midwifery interventions that have less predictable outcomes.

- Responsible for a specific client population and able to function in more complex situations while providing support and direction to registered nurses/registered midwives, enrolled nurses, unregulated healthcare workers and other healthcare workers.
- Demonstrate the following: -
 - advanced clinical and problem solving skills;
 - expert planning and coordination skills in the clinical management;
 - ability to work without a collegiate/team structure;
 - knowledge of contemporary nursing/midwifery practice and theory
- Utilise the principles of contemporary human, material and financial resource management in consultation with others.
- Provide nursing or midwifery care to a group of recipients of healthcare services.
- Act as a role model for registered nurses/registered midwives, enrolled nurses and unregulated healthcare workers in the provision of holistic healthcare.
- Lead the management and coordination of comprehensive care for individual recipients of healthcare services or cohorts that is additional to the responsibility of a Nurse Grade 5.
- Adhere to the quality and safety standards and contribute to or participate in the continuous improvement of clinical outcomes.
- Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set by the organisation.
- Participate in developing, evaluating and updating clinical service procedures, protocols, standards and guidelines.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Engage in incident reporting/investigation and conduct quality improvements audits and develop risk minimisation strategies/activities to promote safe and /or rectify unsafe practice.
- Consult and provide nursing/midwifery advice on the development and application of quality and risk management frameworks.
- Apply a quality framework to improve service delivery and outcomes for recipients of healthcare services.
- Provide support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork.
- Assist and support the Nurse Grade 7 in contemporary human, material and financial resource management.
- Lead a team in conjunction with a Nurse Grade 7 to assist and support with the following activities:
 - team shift coordination;
 - performance management/review;
 - change management;
 - rostering/staffing;
 - workplace culture.
- Collaborate with after -hours Nurse Manager with regards to clinical and management issues.

- Apply change management principles.
- Assist the clinical facilitator /coach and nurse educator 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.
- Provide and update education resources for staff, recipients of healthcare services, carers and others in consultation.
- Act as a clinical and educational resource within an area based on knowledge, skills and experience.
- Work collaboratively with the Nurse Educator on provision of orientation to new staff.
- Act as a role model in supporting staff e.g. Orientation and capacity building within the clinical environment.
- Contribute to the support of undergraduate and post graduate students.
- Maintain own professional development portfolio.
- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials and research.
- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for recipients of healthcare services in line with organisational priorities.
- Identify inconsistencies between policy and practice.
- Work collaboratively in leading implementation of policy, practice changes and clinical innovations.
- Provide clinical leadership for professional and clinical practice, education and research.
- Collaborate in clinical and organisational governance.
- Proactively engage with the Clinical Nurse Consultant and others to achieve best practice outcomes within the work unit environment.
- Responsible for coordination of portfolios and providing professional advice.

Nurse Grade 6, Band 2 –

Associate Clinical Nurse/ Clinical Midwife Consultant

Associate Nurse/ Midwife Unit Manager

Associate Nurse/ Midwife Manager

Associate Nurse/ Midwife Educator

Associate Nurse/ Midwife Educator

An employee who is a registered nurse/registered midwife who demonstrates:

- competence in the provision of nursing or midwifery care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care and reports professionally to a Nurse Grade 7; and
- specialised clinical expertise, greater experience and/or specialised skills in clinical care, leadership, management, education and or research.

Classification may include but is not limited to:

- A. Provision of clinical, professional and/or education and research advice.
- B. Professional portfolio content and context expertise.

Autonomy

- A. Advanced level of autonomous clinical and professional practice and decision making in collaboration with a Nurse Grade 7 or above.
- B. Applies operational leadership and principles of clinical governance in collaboration with Nurse Grade 7 or above.
- C. Operationalises the strategies that support a work-based culture that promotes and supports education, learning, research and workforce development.
- D. Applies critical thinking and expert clinical judgement across all the domains.

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice, professional advice given and for activities delegated to a registered nurse/registered midwife, enrolled nurse or unregulated healthcare worker.
- Accountable for the delivery of safe clinical practice and professional advice.
- Responsible for a specific portfolio within one of the following streams: management, clinical care/leadership, education or research.
- Provide clinical and professional leadership.
- Contribute to organisational key objectives and performance indicators.
- Work collaboratively with a Nurse Grade 7 to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services.
- Demonstrate specialised knowledge, experience and clinical skills and competence in a particular area of expertise.
- Demonstrate higher level of contemporary nursing/midwifery knowledge practice and theory than a Nurse Grade 6 Band 1.
- Utilise and apply the principles of contemporary human, material and financial resource management for the multidisciplinary environment in consultation with a Nurse Grade 7.
- Apply advanced clinical knowledge and skills in coordination with the Nurse Grade 7 or participation in the delivery of direct and indirect clinical care.
- Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services.
- Integrate and translate the principles of contemporary nurse/midwifery education into practice.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set by the organisation.
- Participate in developing, evaluating and updating clinical service guidelines, procedures, protocols, standards and guidelines in collaboration with Nurse Grade 7.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Consult and provide nursing/midwifery advice on the development and application of quality and risk management frameworks.

- Monitor quality activities against agreed standards and initiate the development of quality benchmarks to measure service performance and outcomes for recipients of healthcare services.
- Monitor and report emerging trends and respond as relevant in consultation with others.
- Identify and conduct quality improvement activities in collaboration with Nurse Grade 7.
- Provides support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork.
- Undertake clinical supervision of nurses and midwives in consultation with Nurse Grade 7.
- Participate in contemporary human, material and financial resource management in collaboration with the Nurse Grade 7.
- May work across professional and organisational boundaries to influence outcomes.
- Apply change management principles in facilitating change.
- Act as a change agent and assist in the implementation of change strategy at a local level.
- Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing/midwifery workforce.
- Provide clinical teaching, in service education, and assisting/supporting others to maintain portfolios/records of learning.
- Develop education resources for staff and recipients of healthcare services in consultation.
- Participate in orientation and induction of new staff.
- Facilitate the support of undergraduate and post graduate students.
- Coordinate the undertaking of quality initiatives, clinical audits, clinical trials and research.
- Use contemporary information, research evidence, personal knowledge and experience to support translating contemporary evidence to practice.
- Identify inconsistencies between policy and practice and takes steps to rectify.
- Work collaboratively in leading implementation of policy, practice changes and clinical innovations.
- In collaboration with the Nurse Grade 7:
 - Provide policy advice on issues relating to professional and clinical practice, education and research;
 - Participate in innovation and change to develop responses to address emerging service needs;
 - Contribute to the unique body of knowledge when engaging with others.

Nurse Grade 7 –

Clinical Nurse/Midwife Consultant

Nurse/Midwife Unit Manager

Nurse/Midwife Manager

Nurse/Midwife Educator

Nurse/Midwife Researcher

Public Health Nurse

Nurse Navigator

Nurse Practitioner Candidate

An employee who is a registered nurse/registered midwife who:

- A. is employed in an advanced practice nursing and/or midwifery position; and
- B. demonstrates a specialised clinical expertise and/or specialised skill set.

Classification may include but is not limited to:

- A. Responsibility for explicit professional portfolio content and context expertise.
- B. Expertise in the provision of direct care and/or support of systems and/or education and/or research and/or professional leadership.
- C. Consultation and provision of professional advice.
- D. Responsibility for a cohort of staff reporting to the position.

Autonomy

- A. Advanced level of autonomous clinical and professional practice.
- B. Advanced level of decision making in collaboration with a multi-disciplinary team.
- C. Undertakes operational leadership.
- D. Works collectively to apply the principles of clinical governance.
- E. Applies professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.
- F. Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce.

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice, professional advice given and for activities delegated to a registered nurse/registered midwife, enrolled nurse or unregulated healthcare worker.
- Demonstrate advanced application of clinical and professional leadership.
- Accountable for the delivery of safe clinical practice and professional advice.
- Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services.
- Contribute to organisational key objectives and performance indicators.
- Accountable for outcomes and achievement of service performance targets.
- Demonstrate advanced specialist knowledge, experience and clinical skills in a particular area of expertise.
- Demonstrate critical thinking and reasoning, advanced problem solving skills and expert clinical judgement.
- Demonstrate advanced knowledge and application of contemporary nursing/midwifery practice and theory.
- Lead the application and evaluation of contemporary human, material and financial resource management for the multidisciplinary environment.
- Provide leadership in professional decision -making through the application of advanced clinical knowledge and skills.

- Coordinate clinical practice delivery in a clinical specialty or area of expertise.
- Participate directly or indirectly in the delivery of clinical care to individuals/groups in a specialty area of clinical practice.
- Use evidence - based clinical practice to facilitate positive outcomes for recipients of healthcare services.
- Integrate and translate the principles of contemporary nurse/ midwifery education into practice.
- Integrate key objectives from the strategic plan (facility/division, clinical service) into service delivery for a clinical unit/departments.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set by the organisation.
- Coordinate, develop, implement, translate and evaluate clinical practice standard guidelines, procedures and protocols using an evidence-based approach.
- Advise and contribute to the application of information systems to improve clinical practice environment inform decision-making.
- Maintain the safety of recipients of healthcare services and staff by fostering safe work standards within the clinical practice environment.
- Consult with and provide expert nursing/ midwifery advice to achieve integrated care within health services.
- Responsible for the implementation of a quality and risk management framework to improve quality of care and work environment.
- Promote and support a culture of continuous quality improvement.
- Respond to emerging trends in healthcare services in consultation with other relevant stakeholders.
- Responsible for compliance with professional standards.
- Initiate and conduct quality improvement activities.
- Coordinate and guide mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork.
- Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to registered nurses/registered midwives, enrolled nurses and members of multi -disciplinary team.
- Provide clinical supervision, mentorship and professional leadership to registered nurses/registered midwives and enrolled nurses.
- Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth.
- Undertake supervision and act as a role model and/or mentor.
- Lead and coordinate a nursing/ midwifery team and/or healthcare team and oversees and provide clinical support or relevant expertise.
- May work across professional and organisational boundaries to influence health service and/or professional outcomes.
- Lead change management processes.
- Participate in innovation, monitor and report on the impact of change within the scope of the position and service.

- Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building.
- Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing/midwifery workforce.
- Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position.
- Promote engagement by self and others in professional development and maintain own professional development portfolio.
- Lead and coordinate education activities to build expertise and capability within the nurse and midwifery workforce.
- Exhibit educational leadership and expertise in determining learning needs and mechanisms to foster a culture of learning in the workplace.
- Translate evidence into practice to foster achievement of best practice outcomes.
- Engage in quality initiative and research projects to inform practice change.
- Use contemporary information, research evidence, personal knowledge and experience to support decision making.
- Contribute to the development of unique body of knowledge and translates it into practice.
- Action policy and evidencebased research for application
- Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education and research.
- Participate in innovation and change to develop responses to address emerging service needs.
- Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partners/bodies.
- Collaborate in the provision of advice on nursing/midwifery matters.

Nurse Grade 8 – Nurse Practitioner

An employee who is a registered nurse/registered midwife endorsed to practise as a Nurse Practitioner by the NMBA.

Classification may include but is not limited to:

- A. Functioning autonomously and collaboratively in an advanced and expanded clinical role. (b) Use of expanded skills and knowledge in assessment planning and implementation, diagnosis and evaluation of nursing care required.
- B. Assessment and management of recipients of healthcare services using nursing knowledge and skills which may include, but is not limited to:
 - direct referral of recipients of healthcare services to other healthcare professionals;
 - prescribing medications, and
 - ordering and interpreting results of diagnostic investigations.

Autonomy

- A. Clear authority for advanced scope of practice in an extended nursing role with autonomous decision making.

- B. Works autonomously and collaboratively within the multi-disciplinary team.
- C. Exercises professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.
- D. Advanced level decision making.
- E. Partners with other health professionals to operationalise clinical and corporate governance requirements aligned with the defined scope of practice.

Key Responsibilities:

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice.
- May have multi-site responsibilities within the defined scope of practice.
- Provide direct individual or group care for a complete occasion of service to a defined patient population within a scope of practice.
- Accountable for practicing in accordance with NMBA nurse practitioner registration standards.
- Accountable for clinical practice, professional advice given, delegations of care.
- Work collaboratively with others to contribute to resource and health quality development.
- Accountable for addressing inconsistencies between practice and policy.
- Use critical analysis, problem solving and acute decision making to support optimal outcomes for recipients of healthcare services.
- Specialist/expert knowledge, skills, and extended practice in a clinical specialty area.
- Primarily provide direct expert nursing care for a specified population/group. • Provide extended comprehensive assessment, history and physical examination. • Initiate, implement and monitor interventional therapies.
- Prescribe medications, order, initiate and interpret diagnostic pathology and/or radiology.
- Direct referrals to other healthcare professionals.
- Lead and collaborate in the development and evaluation of clinical protocols, standards, policies and procedures.
- Participate in the planning, coordination, development and evaluation of policies, procedures, protocols, standards and systems as established by the hospital and health service, the service program and the profession, for provision of safe clinical care.
- May develop, guide or contribute to the application of clinical informatics.
- Contribute expert nursing assessment and advice to achieve integrated nursing care within a risk management and best practice framework.
- Promote and support a culture of continuous quality improvement.
- Monitor and address emerging trends with potential to influence nursing/midwifery and/or facility/ service portfolios.
- Comply with legal requirements governing healthcare and professional standards relevant to the defined scope of practice.
- Accountable for own actions and delegations to mitigate risk and improve facility/ service/portfolio outcomes.
- Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth.

- Provide professional nursing/midwifery leadership in a support capacity.
- Undertake a supervision role model and/or mentor role for nurse practitioner candidates.
- Demonstrate effective management of services and/or specified portfolio.
- Participate in the implementation and evaluation of systems and processes to foster the development of a positive facility/service culture and values, and optimum standards of practice and performance.
- Contribute clinical expertise for the management of assets and equipment.
- Participate in implementing, evaluating and reporting on health services, policies, practices, outcomes and performance targets.
- Facilitate change management.
- Participate in change management, including monitoring and reporting on the impact of change within the scope of the position and services.
- Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building.
- Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing/midwifery workforce.
- Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position.
- Promote engagement by self and others in professional development and maintain own professional development portfolio.
- Use contemporary information, research, evidence, personal knowledge and experience to support decision making.
- Conduct and guide clinical research and quality initiatives to inform practice change.
- Contribute to the development of unique body of knowledge and translate into practice.
- Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education and research.
- Participate in innovation and change to develop responses to address emerging service needs.
- Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partners/bodies.

Nurse Grade 8 – Director of Nursing - Remote

An employee who is a registered nurse/registered midwife who demonstrates:

- A. competence in the provision of nursing/midwifery care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care; and
- B. clinical expertise and proven operational management for remote area facility.

Classification may include

- A. Operational management/coordination of a remote facility within a health service.
- B. Management of staff including – nursing, midwifery, operational, administrative, health professionals, medical, technical and other support services.
- C. Overseeing the delivery of health services to geographically diverse environment/s and population groups.

- D. Provision of expert clinical care.

Autonomy:

- A. Advanced level of autonomous decision making for clinical, operational and administrative interventions based on policy and regulatory frameworks.
- B. Community engagement, partnership and leadership representation with key stakeholders. (c) Responsible for operational management of multi professional groups and others.
- C. Works collectively to apply the principles of clinical governance.
- D. Responsible for the majority of after-hours clinical on call and recall duties because the nursing employee numbers and skill mix do not allow on call to be done predominantly by other employees.

Mandatory qualifications, registrations and other requirements

- Ability to provide registration with Australian Health Practitioner Regulation Agency (AHPRA). Visit the [AHPRA](#) website for further information.
- Relevant qualification in Nursing and/or Midwifery
- 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

How to apply

Please provide the following information to the panel to assess your suitability:

- Your current CV or resume and complete the online questionnaire
- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- 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.

Additional information

Discover more about working at the Department [here](#). Of note:

- The information you provide as an applicant is used in adherence with the *Information Privacy Act 2009*
- All roles within Queensland Health are subject to employment screening.
- The nominated applicant will be required to disclose any serious disciplinary action taken against them in the Queensland public sector.
- The Department aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.
- Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in section 571 of the Workers' Compensation and Rehabilitation Act 2003 (<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>)
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#). We encourage everyone to apply for our advertised roles, irrespective of gender, ethnicity, age, language, sexual orientation, and disability or family responsibilities. We recognise the value of diverse backgrounds, experiences and perspectives.
- The Department values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of the Department must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. The Department of Health is an equal opportunity employer.
To demonstrate support for a safe, secure and supportive workplace, the Department is a White Ribbon Australia accredited workplace. For more information visit [here](#).
- The Department acknowledges the challenge for its staff in balancing work, family and community life successfully. To help them achieve this, we encourage conversations between managers and staff about implementing [flexible working arrangements](#) to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements, there is an opportunity to match the individual's requirements with those of the workplace to achieve agreed work goals and objectives.