

Registered Nurse (Emerald Nursing Resource Unit)

Destination 2030: Great Care for Central Queenslanders strategy will shape the future of healthcare across our region, and support our aim for Central Queenslanders to be amongst the healthiest in the world. Great staff working in great teams with a culture of supporting and investing in our people's future. Find out more visit online

www.health.qld.gov.au/cq/destination-2030

Great People, Great Place to Work



Role details

Role Title	Registered Nurse	Classification	Nurse Grade 5
Status	Permanent Part or Full Time Fixed Term Temporary Part or Full Time Casual (Multiple Positions, hours negotiable)	Salary	\$41.73 - \$53.53 p.h.
Unit/Facility	Emerald Nursing Resource Unit	Total Package	Up to \$121,106 p.a.
Location	Central Highlands Health Services	Contact	Jennifer Ralaca (07) 4987 9564
Job Ad reference	CH4D559645	Closing Date	Sunday, 16 June 2024

*Please note: there may be a requirement to work at other facilities located across Central Queensland Hospital and Health Service

Emerald Hospital and Central Highlands Facilities

Emerald Hospital is located 300kms west of the Queensland coastline. The population of the surrounding community is approximately 28,000 with 15,000 at Emerald. Emerald Hospital is a 32-bed facility, has two operating theatres and approximately 160 staff delivering services across emergency, acute care, perioperative services, maternity, infusion services, HITH, child health, mental health, palliative care, community and primary care. There are three smaller multi-purpose health services (MPHS), located at Blackwater and Springsure and Woorabinda along with two Primary Care centres at Gemfields and Capella.

Blackwater MPHS is a busy rural 16 bed facility incorporating 4 aged care beds, providing acute inpatient, accident and emergency, pharmacy, outpatient, and urgent radiology services to the community.

Springsure is a small country town located at the foot of Mount Zamia. Springsure MPHS helps supports local mines and agricultural producers. Springsure MPHS provides Springsure and surrounding community with integrated health services across a range of speciality area.

Woorabinda MPHS is a 28-bed facility with 63 staff located 175km west from Rockhampton Hospital. It provides a range of health services to the community, including emergency, inpatients and outpatients, and residential aged care.

CQ Health
Living our values

Care	We are attentive to individual needs and circumstance	Integrity	We are consistently true, act diligently and lead by example
Respect	We will behave with courtesy, dignity and fairness in all we do	Commitment	We will always do the best we can all of the time

The Opportunity

The Registered Nurse provides nursing care based on the ANMC National Competency Standards to a group of patient/clients in collaboration with health service providers. The Registered Nurse works within scope of practice to assume responsibility for delivering competent, evidence based nursing care. The position works collaboratively with other members of the multidisciplinary team to ensure safe and reliable care is provided within the dynamic health environments of the Central Queensland Hospital and Health Service (CQHHS) facilities.

The Registered Nurse demonstrates skills and knowledge in the clinical setting within the following four ANMC Competency Standard domains:

- Professional practice
- Critical Thinking and Analysis
- Provision and Coordination of Care
- Collaborative and Therapeutic Practice

Total package

- | | |
|---|---|
| <ul style="list-style-type: none">• 12.75% employer superannuation contribution• Annual leave loading 17.5%• Salary packaging• Work/life balance, variety, and flexibility• Employee Assistance Program | <p>Additional benefits to this role include:</p> <ul style="list-style-type: none">• Accommodation provided when working away from base (conditions apply)• Living Away from Home Support (conditions apply) |
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The Role

Fulfil the responsibilities of this role in accordance with [Schedule 2, Nurses and Midwives \(Queensland Health Award\) \(2015\) – Generic Level Statements \(GLS\) Nurse Grade 5](#) and the Queensland Health and CQ Health commitments and values, in achievement of the organisational goals and Domains of Practice.

Domain 1: Direct Comprehensive Care or Provision of Direct Care

Accountability/Responsibility

- Possess a satisfactory knowledge base, accountability for practice, and function in accordance with legislation affecting nursing, and the protection of patients' rights.
- Organise own workload to facilitate planned nursing care and gain support from others if workload is not being achieved or patient care needs exceed scope of practice.
- Consolidate education to increase knowledge and skills while moving from beginner to experienced practice Nurse within the Unit.
- Demonstrate critical thinking and reasoning, problem solving skills and clinical judgement in the Unit.
- Use nursing knowledge and skills to competently assess, plan, implement and evaluate patient care and gain appropriate support to address patient care needs that are outside scope of practice.
- Utilise best practice theory and research to inform and improve nursing practice.
- Utilise evidence based clinical practice to facilitate positive outcomes for patients/clients of the service within the multidisciplinary team.
- Use sound interpersonal and communication skills that support therapeutic communications, effective protection of patient rights and working within a multidisciplinary team environment.
- Monitor the impact of nursing care and maintain ongoing communication with the patient and treating team regarding patient health status to assist decision making and provision of care.

Domain 2: Support of Systems**Policies, Protocols, Guidelines and Standards**

- Implement and comply with policies, procedures, work instructions, regulations and standards which impact upon the position.
- Contribute to the development of policy and procedures.
- Quality/Safety/Risk management.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- Contribute to the use of evidence-based practice and continuous quality improvement in care delivery to achieve the goal of continuous improvement of patient outcomes.
- Identify and avoid or minimise risk to patients, employees, volunteers, visitors and the institution.

Mentorship

- Encourage effective learning and development for fellow staff through creating an environment that supports effective education and professional development of self and others from novice to advanced practitioners.

Management

- This role may require the incumbent to lead in the coordination of care as the team leader or shift coordinator of the ward as required.

Domain 3: Education

- Contribute to the development of a supportive learning environment that aims to improve clinical knowledge, practice standards, professional skill and service specific competencies.
- Undertakes self-appraisal, professional development and values evidence and research for practice. Reflecting on practice, feelings and beliefs and the consequences of these for patients/clients, is considered an important professional benchmark.
- Provide education and health promotion to healthcare recipients.

Domain 4: Research

- Participate in nursing practice review, contribute to research and promote the use of evidence-based practice and continuous improvement of patient outcomes.
- Apply evidence-based guidelines to ensure safe competent patient centred care.

Domain 5: Professional Leadership

- Provide evidenced-based care by working collaboratively and in partnership with consumers, carers, external agencies and other health professionals/workers across the care continuum.
- Participate in innovation and change to develop responses to address emerging service needs.
- Participate in the culture of fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualification/s:** Mandatory qualification/s and professional registration requirements.
 - Current registration as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA) and a current annual practising certificate are mandatory for this position.
 - Recent experience in an acute setting is required.
- **Non-mandatory qualifications/requirements:** While not mandatory, the following would be well regarded:
 - Post graduate experience in Emergency or Perioperative Services.

- Advanced Life Support
- Paediatric Life Support
- Triage Experience
- **Proof of identity documents:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.
- **Proof of qualification:** Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- **Aged care criminal history clearance:** Potential applicants are advised that the *Aged Care Act 1997* requires Queensland Health employees and volunteers of aged care services (applicable areas only) to have a current National Police Certificate. Queensland Health will facilitate the applicants obtaining the above check.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Licence to operate vehicle:** This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **Vaccine Preventable Diseases:** 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
 - All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Further vaccinations may be required due to risks for a role; examples include:

 - Hepatitis A – Workers in regular contact with untreated sewerage
 - Q Fever – Research or Laboratory staff regularly handling specimens
 - Influenza

How you will be assessed

You will be assessed on your ability to demonstrate the best fit for the role. Within the context of the responsibilities described under 'The Role', the ideal applicant will be someone who can demonstrate the following:

Quality Safety & Risk

- Experience in the provision of a safe and quality focused environment by ensuring safe work practices, reviewing clinical outcomes, developing a quality improvement plan and applying the risk management framework.
- Has well developed ability to identify opportunities for improvement and a demonstrated commitment to continuous quality improvement.

Nursing Practice

- Well-developed clinical knowledge and problem-solving skills in a high-quality client-orientated health service delivery model.

Knowledge Management

- High level knowledge of legislation, standards, policies and procedures relevant to contemporary nursing practice and specific to area of practice.

Leadership & management

- Ability to provide clinical nursing leadership in a multidisciplinary environment and demonstrate sound knowledge of contemporary nursing practice and theory.
- Demonstrated ability to use a variety of formal and informal educational strategies to develop nursing staff's skill and knowledge in evidenced based practice.

Communication & Teamwork

- High level interpersonal and communication skills with the ability to interact professionally and sensitively with all levels of staff, patients and the general public.

Professional Development

- Maintain personal ongoing education and development portfolio to maintain required mandatory competencies and Performance Appraisal and Development [PAD]Qualifications/Professional registration/Other requirements.