**Role Description**

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| **Job ad reference** | MI561074 | **Closing date** | Thursday 24 October 2024 |
| **Role title** | Registered Nurse | **Classification** | Nurse Grade 5 |
| **Status** | Permanent Fulltime | **Salary** | $82,753 to $106,144 per annum |
| **Unit/Branch** | Perioperative Services | **Contact name** | Lisa de Boer |
| **Division/Hospital** | North West Hospital and Health Service | **Contact number** | 07 4744 4436 |
| **Location** | Mount Isa  Service delivery may require this role to work across other locations within the North West Hospital and Health Service (NWHHS). | | |

**Your opportunity**

The Registered Nurse (RN) works in Perioperative Services, providing professional, safe and quality patient and family centred care. The Registered Nurse is committed to enhancing and enabling positive patient experience and outcomes by fostering support, collaboration, and partnership with patient, families/carers and other health service providers at Mount Isa Hospital

The Registered Nurse (RN) reports to the Nurse Unit Manager of Perioperative Services and includes on-call requirements to cover emergency surgery after hours as well as weekends.

To contribute and be part of an innovative, dynamic and diverse Nursing and Midwifery team that recognises and values professionalism, leadership and excellence in patient and family centred healthcare as part of the NWHHS Nursing and Midwifery Professional Practice Model (PPM).

**Your role**

* Assume responsibility and accountability for ensuring Nursing and Midwifery Board Australia (NMBA) and own standards and actions at a Registered Nurse level including the delegation and supervision of care to a Enrolled Nurse (EN) or unregulated healthcare worker including Assistants in Nursing (AINs) and Operating theatre Assistant (OTA).
* Deliver safe and quality patient and family centred nursing care by practicing professionally in accordance with legislation, relevant standards, codes of practice and clinical governance.
* Contribute to positive patient experience and outcomes across the care continuum by leading the assessment, planning and evaluating of nursing care in collaboration with the patient and/or their family and the health care team.
* Contribute to development, review and evaluation of clinical governance to support safe and quality care and risk management strategies.
* Provide Clinical leadership for professional and clinical practice (including performing the role of shift co-ordinator as required) in collaboration with the health care team.
* Actively participate in activities to achieve Theatre performance indicators including development and application of the Business Planning Framework (BPF), service profile and operational planning.
* Facilitate a learning environment by supporting colleagues; fulfilling portfolio responsibilities and participating in Career Progression Pathway (CPP) to facilitate professional practice development.
* Proactively support and contribute to innovation by participating in quality initiatives, research activities and professional practice development reflective of the North West HHS Nursing and Midwifery Professional Practice Model (PPM) values.
* Embrace the North West HHS Nursing and Midwifery Professional Practice Model (PPM) values and spirit to maintain and develop a positive and professional practice environment committed to excellence in patient and family centred healthcare.
* Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.
* Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
* Effectively engage with people and communities from Aboriginal and Torres Strait Islander and cultural and linguistically diverse backgrounds.
* Deliver culturally responsive and safe care in line with the *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033* and *Queensland Health Workforce Diversity and Inclusion Strategy 2017-2022.*
* Keep People Safe: Comply with reasonable Work Health and Safety instruction and cooperate with reasonable policy and procedures, including the *Duties of Workers, Section 28, Work Health and Safety Act 2011 (QLD).*

**Your employer – North West Hospital and Health Service**

The North West Hospital and Health Services (NWHHS) is responsible for the public sector health services in the North West region. The NWHHS covers an area of approximately 300,000 square kilometres and services many of the remote communities within North Western Queensland and the Gulf of Carpentaria.

The Health Service is responsible for the promotion and wellbeing of people within the service area and ensuring that health services are of a high quality, accessible to all and effective.

Other NWHHS Centres are:

| **Hospitals:** | **Primary Health Facilities:** | **Community Services:** | **Multipurpose Health Service:** |
| --- | --- | --- | --- |
| Doomadgee | Burketown | Cloncurry | Cloncurry |
| Mornington Island | Camooweal | Doomadgee | McKinlay Shire |
| Mount Isa | Dajarra | McKinlay Clinic |  |
| Normanton  Normanton | Karumba | Mornington Island |  |
|  |  | Mount Isa |  |
|  |  | Normanton |  |

Mount Isa Perioperative Service consists of three theatres (one designated for Endoscopy), a Central Sterilisation Supply Department (CSSD), and a Post Anaesthetic Recovery Unit (PACU).

Mount Isa Perioperative Services operates Monday to Friday with an on-call service out of hours, public holidays and weekends.

Mount Isa Perioperative Services offer the following surgical specialties

* + General Surgery
  + Gastroenterology
  + Gynaecology
  + Obstetrics
  + Dental
  + Ophthalmology (once a month)
  + ENT (known as the Deadly Ears Team that visit twice a year)
  + Anaesthetics

**North West Hospital and Health Service Vision and Values**

The North West Hospital and Health Service is responsible for providing high quality hospital and healthcare to the communities of North West Queensland. We embrace the need for change and make it work efficiently for the people of our region and our staff. The efficient delivery of our core hospital and health business services is guided by the North West Hospital and Health Service mission:

*To be Queensland’s leading Hospital and Health Service delivering excellence in remote healthcare to our patients.*

Our Values:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Innovation** | **Respect** | **Engagement** | **Accountability** | **Caring** | **Honesty** |
| We make things happen | We listen and learn from each other | We work together to involve our communities | We own our actions and behaviours | We treat people with kindness and look after each other | We are true to ourselves and others |

**Nursing and Midwifery**

The practice of nurses and midwives in the North West HHS is guided by our Professional Practice Model (PPM). Our PPM provides the foundation for quality care and was developed by nurses and midwives here through broad consultation and discussion. Our PPM describes our vision and mission and the values that are important to us. It outlines how nurses and midwives are enabled to have influence in nursing and midwifery decision-making, how we achieve exemplary person-centred care and how we cultivate and sustain effective professional relationships our community and colleagues.



**Mandatory qualifications/Professional registration/Other requirements**

* Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse and possession of a current annual licence certificate is mandatory.
* Appointment to this position requires proof of qualification and 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.
* Registered Nurses with additional authorisations must apply to the North West Hospital and Health Service Nursing Scope of Practice Committee to receive authority to practice prior to being able to perform the duties associated with such authorisation.
* This position requires you to work on-call, continuous shift rotations, and weekend work as per departmental business requirements.
* The position may involve travel to various facilities or units within the North West Hospital and Health Service.
* It is a mandatory condition of employment for this role to be vaccinated against, and remain vaccinated against, certain vaccine preventable diseases including measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis B and Tuberculosis as required by HR Policy B1. Your offer of appointment to this role is therefore conditional upon satisfactory documentary evidence of required vaccinations/immunity being provided prior to commencement and your consent and agreement to maintain vaccination as required by Queensland Health policy.
* This position may require the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland ‘C’ class licence). Proof of this endorsement must be provided before commencement of duty.
* It is a requirement of this role for the applicant to be experienced in areas of Instrument/Circulation/Anaesthetics and PACU as well as having an ability to work within the Endoscopy suite. Consideration will be made for those with one or two skills which could be further expanded.
* Post graduate qualifications not essential however highly regarded.

**How you will be assessed?**

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under ‘Your Role’, the ideal applicant will be someone who can demonstrate the following:

* Demonstrated ability to comprehensively assess, plan, implement and evaluate nursing care to achieve goals and health outcomes.
* Knowledge of legal and professional responsibilities.
* Demonstrated ability to provide nursing leadership, support and mentorship to other Registered Nurses (RNs); Enrolled Nurses (ENs) and Assistants in Nursing (AINs).
* Demonstrated ability to appropriately manage allocated resources under the supervision of line manager.
* Demonstrated ability to build and maintain effective relationships with the multidisciplinary team, patients and other stakeholders, including participation in relevant networks.
* High standard of written and oral communication skills with the multidisciplinary team, patients and their families.
* Demonstrated ability to use or willingness to learn to use information systems appropriate to the position.
* Demonstrated ability to provide clinical education and support and demonstrate own ongoing professional development.
* Proven ability to participate and support activities required as part of contribution towards the NWHHS Nursing and Midwifery Professional Practice Model (PPM).

**Your application**

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

* Your current CV or resume, including the names and contact details of 2 referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor
* A short response (maximum 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, considering the key responsibilities and key attributes of the position.

**Additional Information**

* Applications will remain current for 12 months/the duration of the vacancy
* Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process
* Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt
* Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment
* All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf>
* Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the *Workers’ Compensation and Rehabilitation Act 2003* (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>

**ORGANISATIONAL CHART:***Perioperative Services*

Board

North West Hospital and Health Board

Chief Executive

North West Hospital and Health Service

Enrolled Nurse

Assistant in Nursing

CSSD

Operating Theatre Assistant OTA

Undergraduate Student in Nursing/Midwifery

Registered Nurse

Clinical Nurse

Clinical Nurse Consultant

Nurse Unit Manager, Nurse Manager

Director of Nursing, Nursing Director

Mount Isa Hospital

Executive Director of Nursing and Midwifery

North West Hospital and Health Service