

Role description

Cairns and Hinterland Hospital and Health Service

Role details

Job ad reference	CAH561152	Classification	Nurse Grade 5
Role title	Registered Nurse	Contact name	Josephine Drinkwater
Status (temp/perm)	Several Permanent Full Time positions available	Contact number	07 4092 9289
Unit/Branch	Lotus Glen Health Service	Closing date	Friday, 24 May 2024
Directorate/ Hospital and Health Service	Rural and Remote Services Cairns and Hinterland Hospital and Health Service	Salary	\$82 753 - \$106 144 per annum (plus superannuation and leave loading benefits)
Location	Mareeba		

Queensland Health's vision

By 2026 Queenslanders will be among the healthiest people in the world.

Our vision

Excellence in healthcare, wellbeing, research and education in Far North Queensland.

Our purpose

We work together, with our community, providing healthcare services to improve health and wellbeing in Far North Queensland.

More information on the strategic direction of Cairns and Hinterland Hospital and Health Service visit: [Cairns and Hinterland Hospital and Health Service Strategic Plan 2023-2027](#)

Please visit our website for additional information about Cairns and Hinterland Hospital and Health Service www.health.qld.gov.au/cairns_hinterland



**Queensland
Government**

Our values

The staff and patients at Cairns and Hinterland Hospital and Health Service have helped develop a set of shared values that guide our behaviours and decision making in our workplaces. These values underpin our daily work, the strategies of our Health Service and help deliver Queensland Health's vision.



COMPASSION

At CHHHS, we demonstrate that we care about the challenges facing our patients and colleagues by taking time to walk in their shoes. Compassion is delivered with a warm hello, a smile, by genuinely listening and following through on concerns.



ACCOUNTABILITY

At CHHHS, we value accountability at all levels as it builds trust in our organisation, our people and our services. When we live up to our responsibilities, we earn respect from the people and communities we have made a commitment to.



RESPECT

At CHHHS, we value a respectful approach to our work and care as it builds strong relationships and trust. We encourage you to treat others as you'd like to be treated.



INTEGRITY

At CHHHS, we rely on our integrity to guide us when the choice isn't an easy one to make. It ensures we are making decisions that are transparent, truthful and for the greater good of our patients, colleagues and communities.

Your employer— Cairns and Hinterland Hospital and Health Service

- The Cairns and Hinterland Hospital and Health Service strives to provide excellence in health care, wellbeing, research and education in Far North Queensland.
- The Health Service is the primary provider of health services to residents of the Cairns, Tablelands and Cassowary Coast regions with a population of over 250,000 people, as well as providing specialist services to the Torres Strait and Cape York region. Cairns Hospital is the primary referral hospital for Far North Queensland.
- We provide an extensive range of health services at more than 30 regional, rural and remote facilities across a geographical area of 142,900 square kilometres.
- The Health Service is 95 percent self-sufficient with only a small number of high-level acute services being provided in Townsville and Brisbane.
- Our staff are a part of the community we serve, and we strongly believe that health outcomes are enhanced by involving our community in the planning and evaluation of local health services.

Lotus Glen Health Service

Lotus Glen Health Service (LGHS) is a nurse lead primary health service that provides for prisoners located at the Lotus Glen Correctional Centre (LGCC) and Lotus Glen Open Custody Farm. The Secure Centre has a capacity to house approximately 976 prisoners and the Open Custody Farm accommodates 124 prisoners. The main catchment area of the centre is North Queensland, with a disproportionately large representation from first nations communities. Nursing cover is provided 24/7 with nursing staff responsible for patient assessment, minor treatment and patient transfers.

Your opportunity

The Registered Nurse is to provide a holistic care to the correctional centre population, focusing on the whole person and the human response, in order to determine the offender's health needs while developing and implementing offender care plans based on those needs in collaboration with other members of a multidisciplinary team; and also providing management support to the Nurse Unit Manager as required.

Your role

- Fulfil the responsibilities of this role in accordance with CHHHS values as outlined above.
- Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Demonstrates evidence of increasing autonomous practice and greater levels of professional judgement, influencing practice as a team member predominately within a ward or clinic setting.
- Promotes cooperation, teamwork and understanding in undertaking generalist and/or specialist nursing practices for effective health outcomes.
- Practice collaboratively and provide clinical leadership within the interdisciplinary health care team to promote the safety, security and personal integrity of individuals and groups.
- Provide clinical leadership for professional and clinical practice, education and research in conjunction with the Nurse Unit Manager and Clinical Nurse Consultant.
- Uses effective communication skills to influence and convince others in a mature, confident manner to achieve positive client outcomes, including providing informant and/or advice on clinical issues within the RN scope of practice.
- Accountable for planning, provision and communication of nursing practice including the evaluation and required revision of practice, and for staff and client safety across a shift.
- Maintains productive multi-disciplinary working relationships, effectively dealing with challenging behaviours and the resolution of conflicts.
- Demonstrates sound knowledge and application of relevant legislation, guideline and standards specifically relating to nursing practice.
- Provide effective and efficient clinical care in the area of clinical specialty and work in collaboration with the Nurse Unit Manager and Clinical Nurse Consultant to ensure the maintenance of safe standards in patient care.
- Provide leadership to effectively plan, manage and evaluate patient care activities at an advanced practitioner level within the specified clinical setting and promote patient flow in collaboration with the multi-disciplinary team.

- Effectively manage self-development and work with the Nurse Unit Manager/Clinical Nurse Educator to meet unit nursing staff development needs.
- Effectively communicate at all levels across the organisation to promote effective team functioning.
- Undertake quality improvement and evidence-based practice activities to ensure the provision of quality, cost-effective patient care.
- Apply contemporary human resource management principles to ensure that the unit working environment meets legislative standards and CHHHS policies and procedures.

Autonomy & Key Accountabilities

A Nurse Grade 5 (Registered Nurse) is a registered nurse who:

- Practises independently and interdependently.
- Assumes accountability and responsibility for own actions and delegation of care to enrolled nurses, assistants in nursing and healthcare workers.
- Demonstrates evidence of increasing autonomy and exercises greater levels of professional judgement in the clinical environment as the employee moves from a beginning to an experienced practitioner.

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 CHHHS commitments and values, in achievement of the organisational goals and Domains of Practice.

https://www.qirc.qld.gov.au/sites/default/files/nurses_midwives_010920.pdf?v=1598915719

Mandatory qualifications/Professional registration/Other requirements

- Appointment to this position requires proof of qualification and/or registration 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. Current registration or eligibility to register as a nurse with the Nursing and Midwifery Board of Australia / Australian Health Practitioner Registration Authority (AHPRA) is mandatory.
- While not mandatory, a relevant qualification (i.e. RIPRN or Immunisation Endorsement) or willingness to work towards a relevant qualification would be well regarded.
- While not mandatory, previous experience in primary health care would be well regarded.
- **Vaccine Preventable Diseases (VPD)** evidence as required for your employment in accordance with legislation/government policy and Directives.
- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable Diseases (VPDs) during their employment: **Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough)**. *Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland. Existing staff that have previously submitted this evidence since 1 July 2016 will not be required to resubmit.*
- It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to **Hepatitis B**. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.
 - It is strongly recommended that you complete the **VPD Evidence Form** and prepare your documents prior to meeting with the selection panel; however, you will only be required to supply the evidence if

you are the preferred applicant. If you are the preferred applicant, your application for employment will not be successful unless you comply with this Queensland Health policy. Further information and Evidence Forms can be found at <https://www.health.qld.gov.au/employment/work-for-us/dept-of-health/pre-employment/vaccinations/providing-evidence>

- A [Tuberculosis risk assessment form](#) is to be completed prior to commencement.

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:

- Ability to provide patient-focussed care and problem solving commensurate with Nursing and Midwifery Board of Australia competency standards.
- Demonstrated ability to lead with confidence and integrity.
- Demonstrated ability to deliver a high-quality service with the primary focus on achievement of organisational goals for the good of others.
- Competence in the application of clinical problem solving and effective coordination of patient centred care at an advanced level.
- Demonstrated ability to provide leadership, precept staff and contribute to professional nursing practice.
- Demonstrated ability to effectively plan and coordinate clinical education activities for individuals and groups.
- Demonstrated ability to apply well developed interpersonal and communication skills within a multi-disciplinary environment, including negotiation, consultation and conflict resolution.
- Knowledge of quality improvement processes and activities and ability to apply validated research in ongoing improvements of clinical practice.
- Proven ability to comprehensively assess, plan, implement and evaluate nursing care at an advanced level within a complex environment.
- Demonstrated ability to build and maintain effective relationships with team members, patients, families and other stakeholders, including participation in relevant networks to achieve work unit outcomes.

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 two 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 statement (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes.

How to apply

- Queensland Health encourages applicants to apply on-line for our vacancies through www.smartjobs.qld.gov.au
- To do this, access the 'apply online' facility on the Smartjobs and careers website.
- Online applications have special requirements:

- You need to create a 'My SmartJob' account before submitting your online application. Details are available through the Queensland Government SmartJobs and Careers website at www.smartjobs.qld.gov.au;
- You can 'save and submit later', allowing you to organise your attachments for submission at a later time, but before the closing date of applications.
- By applying online, you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
- Do not attach photographs, certificates, references or other large graphics to your application.
- Any documents attached to SmartJobs should be in Microsoft Word, or .jpg, .gif, .bmp, .png, .rtf, .txt, .doc or docx. Do not upload zipped files, pdf documents created through Microsoft Word 2007, tagged pdfs or protected documents.
- Late applications cannot be submitted via the SmartJobs website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the Recruitment Services team to arrange this.
- If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13 QGOV (13 74 68).
- Hand delivered applications will not be accepted.
- All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- If you require any other assistance, please contact Recruitment Services on 07 4226 3752.

Additional information

- Applications will remain current for 12 months.
- 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.
- Applicants are required to disclose any pre-existing illness or injury which may impact on their ability to perform the role as per [section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious discipline history taken against them.
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All Queensland Health staff, who in the course of their duties formulate a reasonable suspicion that a child has suffered, is suffering, or is at unacceptable risk of suffering significant harm in their home/community environment and may not have a parent able and willing to protect the child from harm. have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Some roles within Queensland Health are designated as 'Vaccination Preventable Disease (VPD) risk roles. A VPD risk role is a role in which the incumbent may be exposed to the risk of acquisition and/or transmission of a VPD. If you are applying for a role that has been designated as a VPD risk role you must be able to provide evidence that you either have been vaccinated against the VPD's listed in the role description; or you are not susceptible to the VPD's listed in the role description.

You will be asked by the recruiting manager to supply this evidence if you are the preferred candidate for the role. Any job offer would be subject to the supply of evidence related to VPD in addition to other required employment screening. The majority of our frontline clinical roles require at a minimum vaccination against measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and Hepatitis B. The following tools will assist if you are required to provide evidence of VPD vaccination:

- VPD Evidence guide
- VPD evidence form – Doctor
- VPD evidence form – Self

Please head to our [Vaccinations Homepage](#) for more information on how to provide your evidence.

- 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 <https://www.qld.gov.au/gov/system/files/documents/lobbyist-disclosure-policy.pdf?v=1454302064>
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#).

Organisational Chart

