

Role Details

Job ad reference	GCTP424826
Role title	Clinical Nurse (Mental Health) – Expression of Interest
Status	Temporary full time Temporary part time Casual 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	Gold Coast 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	Child Youth Mental Health Services, Alcohol Other Drug Services, Adult Community, Forensic Community, Consultation Liaison, Inpatient Mental Health, Older Persons Health, Eating Disorders, Project Air, Homeless Health
Division	Mental Health and Specialty Services 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 6
Salary	\$4138.10 - \$4431.10 per fortnight \$54.44 - \$58.30 per hour (part time) \$66.97 - \$71.71 per hour (casual)
Contact details	Please see 'Role Specific Information' on page 5
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

The Clinical Nurse is an advanced level clinician who is responsible for a portfolio with a focus on clinical care/leadership, management, education and/or research, providing leadership, direction, and support to other nursing staff, students and the interdisciplinary team.

This role will provide leadership to other nursing staff at the team/portfolio level, supporting a culture reflective of the principles of the Magnet Recognition Program®.

As the Clinical Nurse, you will demonstrate advanced level expertise and/or skill set 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.

Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

Diversity and Inclusion

[Diversity](#) is at the heart of Gold Coast Health and is critical to a work environment that is equitable and inclusive. A broad range of perspectives, backgrounds and ideas makes us stronger and is essential to delivering high quality health care. Everyone has a role to play in making GCH a place where we all 'Always Belong'. [Contact Diversity and Inclusion](#)

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 Others

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Others Act With Integrity - Role model ethical and professional behaviour, working within the boundaries of level and delegation, acknowledging mistakes and reporting unethical behaviour
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Others Work Collaboratively - Foster collaborative teamwork, sharing feedback and positive progress, while rewarding collaborative, cooperative behaviour in others
Results Focused	Drive and influence successful organisational outcomes	Leading Others Deliver Results - Identify and engage key contributors to deliver against results while sharing knowledge and skills to develop the team and support in delivering results
Business Enablers	Boost effective service delivery and champion change management	Leading Others Optimise Resources - Develop plans which guide the work of the team, aligning to organisational objectives and allocating the correct resources to tasks
Leadership and People Management	Inspire, engage and build our workforce	Leading Others Inspire and Lead with Purpose - Express a sense of purpose and coach and demonstrate to others how to link team goals with organisational strategy

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.

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 5,000 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.
- Fulfill the responsibilities and accountabilities of the role of Medicines storage manager and S8 Safe manager as appointed under S196 of the [Medicines and Poisons \(Medicines\) Regulation 2021](#). This includes ensuring only authorised persons have access, medicines are stored in accordance with the manufacturer's requirements, and compliance with the [Department Standard for the secure storage](#) of S8 medicines is met.

CLINICAL

- Provide, maintain and role model advanced person-focused, evidence-based care.
- Appropriately delegates nursing care activities to Enrolled Nurses and other RNs/Midwives.
- Advanced assessment, planning, implementation and evaluation of nursing care that have less predictable outcomes in collaboration with the consumer and healthcare team.

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 and support the implementation of activities related to clinical, professional and organisational learning to contribute to health care outcomes.

LEADERSHIP

- Role model and uphold nursing and HHS/facility/ directorate/service standards, values, codes and guidelines.
- Develop leadership skills associated with coordination of care and resources within the health care team.
- Participate in and/or coordinate portfolio activities 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 standards, guidelines, protocols, pathways, procedures, standards and systems of work.

RESEARCH

- Use evidence-based research findings and experience to support clinical decision-making.
- Participate in developing and undertaking quality initiatives to optimise standards of care delivery, develop action plans to respond to audit outcomes to support our commitment to service improvement.
- Conduct research to generate new knowledge and apply research to assist in the development of evidence-based 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.
- As far as reasonably practicable ensure you eliminate risk to the health and safety of your workers by providing a safe work environment and appropriate safe equipment. Ensure you report and investigate any work related incidents within your area of control.
- Provide training, instruction and equipment necessary for others to undertake their role safely, and ensure workers understand their responsibilities under the WHS policy, procedures and instructions. Monitor the health and wellness of your workers to ensure they are not being adversely affected by conducting their work.
- Ensure safe work practices, procedures and controls are in place that are specific to the hazards in your area of control that either meet or exceed requirements set out in the work health and safety legislation and relevant codes of practice.

Mandatory Qualifications / Professional Registration / Other Requirements

- A Bachelor of Nursing or equivalent is a mandatory qualification for this position.
- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse (RN) and / or Midwife. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of employment.
- 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 graduate certificate or greater within a relevant specialty area is highly desirable. Where the successful applicant does not currently hold this qualification, commitment to completion of post graduate study would be encouraged.
- 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

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](#).

Gold Coast Health is committed to providing an accessible, inclusive work environment. Please contact the nominated person if you require any reasonable adjustments throughout this recruitment process.

Hand delivered applications will not be accepted.

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 line/Team/Unit

- **Specialist Programs, Alcohol and Other Drugs:** Specialist Programs, Alcohol and Other Drugs Service (SPAODS) is a service line within the Mental Health and Specialist Services (MHSS) directorate at Gold Coast Health. SPAODS provide integrated hospital and community services in the specialist areas of Alcohol and Other Drugs Service, Interdisciplinary Persistent Pain, Offender Health and Consultation and Liaison Psychiatric Services.
- **Child and Youth Mental Health Services:** Gold Coast Health's Child and Youth Mental Health Service (CYMHS) is a free, voluntary, and confidential multidisciplinary specialist mental health service, offering community and inpatient based services for children and young people, aged 0 to 25 years, and their families, living in the Gold Coast region with complex mental health needs.
- **Inpatient Mental Health Services:** The Acute Adult Mental Health Units are located at Gold Coast University Hospital campus and at Robina hospital and provide specialist, acute, Inpatient mental health service for consumers aged between 16-65 years. Care and treatment is consumer focussed, multidisciplinary, comprehensive and collaborative.
- **Community Mental Health Services:** Community Mental Health Services are located across a number of sites including Southport Health Precinct, Palm Beach, Robina Hospital. The service is focused on providing interventions for consumers with a variety of needs including mental health, eating disorders, older persons, inpatient rehabilitation

About the Role

- Practice to full scope of practice as per the defined practice standards for registered nurses set out by the NMBA and registered with AHPRA.
- The Clinical Nurse is responsible for a specific consumer population, and can function in more complex clinical situations while providing support and direction to Registered Nurse and other non-registered nursing personnel.
- Advanced assessment, planning, implementation and evaluation skills in the clinical management of consumer care and participation in multidisciplinary care planning.
- Participate in succession planning in the absence of the Clinical Nurse Consultant (CNC), take charge of the Team, and maintains a skilled nursing presence to facilitate a team approach for nursing interventions and MDT working.
- Helps foster a supportive working environment and maintenance of staff morale through mutual regard and respect.
- Maintains awareness of current advances and research, and uses educational opportunities, to maintain the highest standards of specialist care offered to patients and family/carers.
- Participates in educational programmes and specifically attends teaching identified to meet Clinical Nurse development aims and objectives such as leadership/managerial courses.
- Responds 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, conducting performance planning and review programs for clinical staff as delegated.
- Participates in staff appraisal with the Nurse Unit Manager (NUM)/Team Leader or their delegate. Positively commits to staff appraisal, performance and clinical supervision to ensure personal professional development.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- The Clinical Nurse has accountability and responsibility for own actions and acts to rectify unsafe nursing practice and/or unprofessional conduct.
- Be actively involved in a Quality portfolio as delegated.

Reporting Relationships

- This position reports to the NUM/Team Leader in the team of employment

Shifts/Locations

- This position may include the need to attend consumer home visits and community sites.