

## Role Details

<b>Job ad reference</b>	GCTP307580
<b>Role title</b>	Enrolled Nurse (Pool) – Expression of Interest
<b>Status</b>	Permanent full time Permanent part time Temporary full time Temporary part time Casual
<b>Location</b>	Southport and Robina
<b>Unit/Branch</b>	Nursing and Midwifery Services Unit
<b>Division</b>	Nursing, Midwifery and Patient Experience Gold Coast Hospital and Health Service
<b>Closing date</b>	Ongoing Application will remain current for the duration of the vacancy
<b>Classification</b>	Nurse Grade 3
<b>Salary</b>	\$71 234 - \$75 602 per annum \$2730.40 - \$2897.80 per fortnight \$35.92 - \$38.12 per hour \$44.18 - \$46.89 per hour (casual)
<b>Contact name</b>	Nursing and Midwifery Staffing Unit
<b>Contact number</b>	(07) 5687 2679
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Under the supervision (direct or indirect) of the Registered Nurse/Midwife, the Enrolled Nurse is responsible for providing quality care within a health service setting, assisting in the coordination and standards of care for patients within the unit.

This role will contribute in the provision of evidence-based person-centred care and service planning, supporting a culture reflective of the principles of the Magnet Recognition Program®.

As the Enrolled Nurse, you will demonstrate knowledge and skills in the provision of nursing/midwifery 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 Self

#### Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self   Act with Integrity - Work within the limits of level and delegation, acknowledging mistakes, seeking guidance and upholding ethics
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self   Work Collaboratively - Work collaboratively within teams, communicating progress, providing information, helping others and acknowledging shared effort
Results Focused	Drive and influence successful organisational outcomes	Leading Self   Plan and Prioritise - Understand team objectives against our broader organisational goal, taking ownership, performing within timelines and guidelines and adjusting priorities if required
Business Enablers	Boost effective service delivery and champion change management	Leading Self   Leverage Technology - Demonstrate understanding of the use of technology, complying with policies and protocols
Leadership and People Management	Inspire, engage and build our workforce	Leading Self   Make Sound and Agile Decisions - Implement routine decisions in daily work and consult others as a basis for further decision making

## 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

- Clarify information/data from a range of sources in order to contribute to effective care planning in consultation with the RN/Midwife and other health care professionals.
- Plan workload, prioritise activities and communicate and document actions in a timely manner to RN/ Midwife and other team members to support best practice outcomes and safe work environment.
- Demonstrate effective documentation and communication with members of the healthcare team, clients/ consumers, families and others in collaboration with the RN/Midwife.

### EDUCATION

- Effectively manage own continuing professional development and participate in continuing professional development activities.
- Engage with consumers and others to support shared decision making relevant to their care and health literacy within scope of role.
- Participate in clinical, professional and organisational life-long learning to contribute to health care outcomes.

### LEADERSHIP

- Act as a positive role model and provide support to others, including students as applicable.
- Demonstrate effective management and prioritisation of workload.
- Work collaboratively with the RN/Midwife through active participation, team leadership and decision-making in line with the principles of organisational and professional governance and the EN Scope of Practice to promote best practice outcomes.

## SYSTEM SUPPORT

- Demonstrate the ability to contribute to and work effectively with interdisciplinary teams to promote the safety, security and personal integrity of individuals and groups.
- Apply organisational policies, guidelines and professional standards.
- Demonstrate commitment to supporting work unit processes including general and equipment maintenance to facilitate person- focused care.

## RESEARCH

- Under the delegation of the RN/Midwife actively support research initiatives within the work unit, contributing to the use of evidence-based practice to facilitate improved patient outcomes.
- Identify risks and undertake safe work practices including participation in incident reporting.
- In consultation with the RN/Midwife participate in quality improvement activities including auditing and safety reporting to support our commitment to service improvement.

## 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.

## Mandatory Qualifications / Professional Registration / Other Requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as an Enrolled Nurse. 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.
- Demonstrated experience as an Enrolled Nurse or at a minimum, 6 months graduate transition post registration.
- Must hold a Board (NMBA) approved qualification in medication administration. Completion of 519HLTEN A, B or C or 007HLTEN (evidenced by transcript) will be highly regarded.
- 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](http://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 three month probation period may apply to this appointment.

## Role-Specific Information

### About the Service line/Team/Unit

The Nursing and Midwifery Staffing Unit is a centralised staff unit that provides nurses and midwives to all units in the Hospital and Health Service on a shift by shift basis eg. to replace sick leave or on short term contracts. It offers an opportunity to experience and develop in a broad range of clinical practice areas. The unit is supported by an Educator and Clinical Facilitators.

### About the Role

- It is a requirement of the role to have a minimum of 1 years' experience as an Enrolled Nurse

### Shifts/Locations

- This role is required to work a full range of shifts to meet our 24-hour service.

### Reporting Relationships

- This position reports to Nurse Manager (Staffing), Nursing and Midwifery Staffing Unit.