

Registered Nurse (Adult Inpatient Unit)

Our 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 or Fixed Term Temporary, Part Time or Full Time	Salary	\$41.73 - \$53.53 p.h.
Unit/Facility	Central Queensland Mental Health, Alcohol and Other Drugs Service	Total Package	Up to \$121,106 p.a.
Location	Central Queensland*	Contact	Kelley Yates (+617) 4920 6998
Job Ad Reference	CQ4E567069	Closing Date	Thursday, 22 August 2024

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

Central Queensland Mental Health, Alcohol and Other Drugs Service (CQMHAODS):

Central Queensland Mental Health, Alcohol and Other Drugs Service provides specialist mental health, substance and alcohol related care to residents of Rockhampton, Yeppoon, Gladstone, Biloela, Moura, Woorabinda and Central Highlands districts and adult patients of the Central West Hospital and Health Service (catchments in excess of a population of 250,000).

List of Services Offered:

- Acute and community-based adult psychiatry
- Alcohol and Other Drugs Services – community based, servicing Rockhampton, Capricorn Coast and Gladstone.
- Extended hours crisis response – via Acute Care Team at Rockhampton
- Acute Adult and Older Persons Mental Health Inpatient Units at Rockhampton
- Child and Adolescent psychiatry – Community based with Inpatients admitted to Paediatric ward at Rockhampton Hospital
- Outreach psychiatry clinics and consultation – Gladstone, Capricorn Coast, Banana, Woorabinda, Blackwater, Emerald and Gemfields.
- Consultation/liaison psychiatry
- Indigenous mental health services
- Prison Mental Health Services
- Community Care Unit – Extended Care Unit at Rockhampton

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

- Electro-convulsive Therapy – Rockhampton Base Hospital
- Psychogeriatrics - Community based in Rockhampton and Yeppoon and Inpatients admitted to Acute Older Persons Mental Health Inpatient Unit at Rockhampton Hospital.

The Opportunity

A Nurse Grade 5 is a Registered Nurse who provides nursing services within health service settings and demonstrates competence in the provision of nursing care as specified by registration requirements, Nursing and Midwifery Board of Australia (NMBA) standards and codes, educational preparation, relevant legislation, and context of care.

Total Package

- 12.75% employer superannuation contribution
 - Annual leave loading 17.5%
 - Salary packaging
 - Work/life balance, variety, and flexibility
 - Employee Assistance Program
- Additional benefits to this role include:**
- Professional Development Allowance
 - Professional Development Leave

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.
- Assess, plan, implement and evaluate comprehensive nursing care for consumers of the Unit in accordance with professional standards, validated practice which is consistent with the philosophy and policies of Queensland Health, Rockhampton District Mental Health Services and the National Standards for Mental Health Services.
- Participate in the development, utilisation and review of clinical pathways and care management protocols within the interdisciplinary framework.
- Deliver direct care to consumers including those with complex care needs, ensuring clinical care is evidence based and that consumers' rights are upheld.
- Contribute actively to interdisciplinary reviews of consumer care.
- Communicate and collaborate effectively with the interdisciplinary team, external referral sources, consumers and visitors to promote consumer focus and involvement that meets the National Standards for Mental Health Services.
- Participate in the planning, implementation and evaluation of Unit induction, transition and staff development programs and activities.
- Identify and avoid or minimise risks to patients, employees, volunteers, visitors and the organisation, employees, volunteers, visitors, and the institution.
- Demonstrate participation, motivation and commitment to organisational change that promotes clinical and organisational innovation across the Business Units and maintains consistency in processes, procedures, and reporting formats.
- Be accountable for self-appraisal, own professional development and lifelong learning and acquire new skills and knowledge to meet service and patient needs that aligns with scope of practice requirements and competency standards.
- Support a positive workplace culture through the use of well-developed consultation, liaison, negotiation and conflict resolution skills, recognising the need to address issues as they arise.

- Develop, foster and maintain constructive and strong working relationships with colleagues and within the interdisciplinary team.
- Integrate the innovative use of technology and systems to deliver high quality, safe and accessible care.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualification/s:** Current nursing registration through the Australian Health Practitioner Regulation Agency (AHPRA).
- Upcoming graduates awaiting conferral of qualifications and registration will be considered for this role.
- **Proof of qualification:** Appointment to this position requires proof of qualification and/or registration with the appropriate registration authority, including necessary endorsements, to be provided to the employing service prior to the commencement of duty.
- **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.
- **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:

- Commitment to develop an ability in the identification and implementation of clinical evidenced-based skill and knowledge that applies to quality, patient safety and risk initiatives and measures to facilitate continuous improvement and the achievement of The Australian Council on Healthcare Standards (ACHS).
- Demonstrate knowledge of relevant standards, clinical guidelines and advanced clinical practice related to quality, patient safety and risk.
- Ability to establish and maintain collaborative and effective relationships with all multidisciplinary team members.

- Ability to work autonomously within a quality, safety and risk framework, and undertake preventative and management strategies to minimise or prevent clinical risk as it relates to the application of relevant standards.
- Demonstrated understanding of CQ Health's Quality and Safety Strategic direction and the ACHS National Standards for accreditation, with application to the health service.
- Strong communication skills, including both written and verbal skills.
- Demonstrated capability and knowledge in the use of contemporary word processing, report writing, spread sheeting, database, and relevant information systems
- Ability to provide support to the Business Unit and Safety and Quality Unit in the implementation and evaluation of Safety and Quality Programs developed from CQ Health's Safety and Quality Strategic Plan.
- Ability to undertake clinical and non-clinical audits, assist with system review and education and training related to Quality and Safety under the direction of CQ Health's Safety and Quality Unit team.