

Role Details

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| Job ad reference | GCTP407911 |
| Role title | Registered Nurse (Scrub/Scout) – Expression of Interest |
| Status | Temporary full time Temporary part time |
| | 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 | Southport and Robina 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 | Perioperative Services Theatre Management |
| Division | Surgical and Critical Care Gold Coast Hospital and Health Service |
| Closing date | Ongoing Application will remain current for the duration of the vacancy |
| Classification | Nurse Grade 5 |
| Salary | \$3171.90 - \$4068.50 per fortnight \$41.73 - \$53.53 per hour |
| Contact name | Melissa Wain |
| Contact number | (07) 5687 6123 |
| Online Applications | www.smartjobs.qld.gov.au |

Purpose of the Role

The Registered Nurse is responsible for providing quality nursing services within a health service setting, consulting with the Nurse Unit Manager or team leader in the coordination and standards of care for patients within the unit.

This role will work collaboratively within the context of a multidisciplinary team in the delivery of evidence-based person-centred care and service planning, supporting a culture reflective of the principles of the Magnet Recognition Program®.

As the Registered Nurse, you will demonstrate competence 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 Self

Core Role Capabilities

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| 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 Demonstrate Accountability - Take responsibility for actions both professionally and personally, acting within authority levels, acknowledging mistakes and seeking opportunities to continually learn and grow |
| 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 Build and Develop our People - Contribute to developing capability to deliver services, identifying learning opportunities and continually seeking feedback |

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

- Maintain and role model advanced person-focused, evidence-based care including the appropriate delegation of activities to Assistants in Nursing, Enrolled Nurses and other Registered Nurses.
- Assess, plan, implement and evaluate nursing care in collaboration with individuals, peers and the healthcare team to achieve goals and health outcomes.
- Make appropriate referral to and consult with peers, other relevant health professionals/service providers/ community and support services.

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 in activities related to clinical, professional and organisational learning to contribute to health care outcomes.

LEADERSHIP

- Role model and uphold nursing and HHS/directorate/facility/service standards, values, codes and guidelines.
- Collaborate with others to provide leadership for professional and clinical practice and provision of health services across the continuum of care.
- Engage with the clinical nurse and others 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 clinical nursing standards, guidelines, protocols, pathways, procedures, standards and systems of work.

RESEARCH

- Use evidence-based research findings and experience to support clinical decision-making.
- Actively support and lead quality improvement and research initiatives within the work unit, contributing to the use of evidence-based practice to facilitate improved patient outcomes.
- Provide high standards of evidence-based nursing care and documentation, to facilitate quality patient outcomes, in accordance with the National Safety and Quality Health Service Standards and organisational 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.

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.
- A postgraduate qualification within a relevant specialty 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

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

The Gold Coast University Hospital Operating Suite currently runs 18 operating theatres including a hybrid theatre, and provides for a broad range of specialties including Cardiac, Neurosurgery, Urology, Plastics, Ear, Nose and Throat (ENT), Vascular Orthopaedics, Ophthalmology, Gynaecology, Obstetrics, General Surgery, Maxilla Facial and Paediatric Surgery.

About the Role

Key functions of the role include:

- Provide expertise in performing in the scrub/scout role.
- Must work within the Australian College of Perioperative Nurses (ACORN) standards.
- Must ensure that both critical practice and professional standards are identified and maintained in the delivery of patient care.
- A minimum 12 months experience in scrub/scout is essential.
- Must be proactive in own professional development and maintain competencies, identifying learning needs and actively seeking opportunities to expand skills and knowledge.
- Able to in conjunction with the Clinical Nurse, assist in the provision of educational training to other nursing staff, and act as a role model and preceptor to other staff.
- Participate in formulating, implementing, and evaluating objectives, policies, and procedures of nursing care within the operating theatre.
- Assume responsibility and accountability for own actions and the delegation and supervision of care to Enrolled Nurses (EN) and Assistants in Nursing (AIN).
- Ability to work a variety of shifts to cover a 24/7 roster including 6, 8 and 10 hour shifts and participate in the on-call roster.
- Communicate effectively with the multidisciplinary team within the suite.
- Monitor clinical/ non clinical supplies and communicate appropriately to NUM and attend to house keeping duties in the unit.
- Demonstrated willingness to support the senior nursing team and organisation in progressing change and contributing to organisational goals and improving service performance.

Reporting Relationships

- This position reports to the Nurse Unit Manager (Scrub/Scout)