

Role Details

Job ad reference	GCTP339866
Role title	Registered Nurse (Specialty Areas) – Expression of Interest
Status	Permanent full time Permanent part time Temporary full time Temporary part time Casual
Location	Southport and Robina
Unit/Branch	Various – As detailed on the letter of offer
Division	Various – As detailed on the letter of offer Gold Coast Hospital and Health Service
Closing date	Ongoing Application will remain current for the duration of the vacancy
Classification	Nurse Grade 5
Salary	\$82 753 - \$106 144 per annum \$3171.90 - \$4068.50 per fortnight \$41.73 - \$53.53 per hour \$51.33 - \$65.84 per hour
Contact name	Nursing and Midwifery Staffing Unit
Contact number	(07) 5687 4073
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

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
- For Mental Health nurses only - 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.
- 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 Casual Nursing Pool within Gold Coast Hospital and Health Service (GCHHS), are seeking applications for Registered Nurses.

Based on your clinical experience and individual preferences, you will be considered for a position within the following areas:

- Intensive Care
- Neonatal Intensive Care
- Children's Critical Care
- Special Care Nursery
- Acute Respiratory (including Non-invasive ventilation)
- Paediatrics
- Mental Health

The above positions are located across Gold Coast University Hospital (GCUH) and Robina Hospital, with positions including casual with possibility of future temporary or permanent positions becoming available.

Overview of the Services

Intensive Care

The Gold Coast University Hospital Intensive Care Unit is a Level 3 Intensive Care Unit admitting over 2000 patients per year. The Robina Intensive Care Unit is a level 2 unit with admissions exceeding 450 per year. A varied case mix includes acute trauma, medical and surgical emergencies, neurosurgical, renal, vascular, elective admissions, general medical, respiratory and post-surgical. Services include all forms of ventilation, dialysis, bronchoscopy, as well as the MET/Code blue team, cardioversion and central line/PICC line services.

Neonatal Intensive Care

The Gold Coast University Hospital Newborn Care Unit (NCU) provides care for around 1000 premature and sick newborn babies annually. These babies' parents may live in an area encompassing South-East Queensland and Northern New South Wales. The Newborn care unit is currently comprised of 33 cots incorporating 9 intensive care and 24 special care cots. Intensive care is provided for babies from 26 weeks gestation who need significant assistance with breathing or require a higher level of intervention.

Special Care Nursery

Special Care Nursery provides care for babies who require specialist treatment but are not sick enough to require Intensive Care. This normally includes babies born at 32 weeks gestation or late and babies who are transitioning out of intensive care.

Children's Critical Care

The Children's Critical Care unit provides four (4) high-dependency beds for children from birth to 16 years of age who require close monitoring or special intensive care due to illness, accident or following a procedure. The service is located within the Adult Intensive Care unit at Gold Coast University Hospital and accepts patients from all Gold Coast areas, including northern NSW. The clinicians and Children's Critical Care team all have intensive care experience and work in close collaboration with Queensland Children's Hospital in Brisbane.

Acute Respiratory Unit

Respiratory Medicine specialises in the diagnosis and management of acute respiratory conditions, acute episodes where patients have chronic respiratory conditions including cystic fibrosis. The unit provides Non-Invasive Positive Pressure Ventilation (NIPPV) with the ability to provide telemetry support. The Respiratory Unit works in close collaboration with the Lung Function Laboratory and the Respiratory Resource Centre. Care is provided by a specialist interdisciplinary team including Respiratory and Cystic Fibrosis Nurse Practitioners.

Paediatrics: Children's nurses provide specialist nursing care within the interdisciplinary team providing child focused services for all our patients from newborn to young adult with out-patient follow up after discharge.

Areas of the service:

- **Inpatient Child and Adolescent ward**

There is a 32 bed inpatient children's ward with a mixture of single, two bed and four bed rooms with sleeping spaces for parents at the bedside. There is a Ronald McDonald family area within the ward that is a comfortable haven for parents to take a break away from the often stressful clinical environment while remaining close to their child's bedside.

- **Children's Day Stay ward**
This is a unit located adjacent to the inpatient unit and is open Monday–Friday. Children requiring day only medical, oncology and surgical admissions are cared for in this area.
- **Children's Outpatient Department**
Ambulatory medical, nursing and allied health services operate from this area. This area also includes Nurse Navigators and specialist Clinical Nurse Consultants including home consumable service for children. The Ambulatory Service hosts various specialist outreach clinics from the Queensland Children's Hospital. Children's Hospital in the Home Service provides care to children and their families within the home environment, often reducing the length of hospital admission.
- **Children's Emergency Department**
This is a purpose-built Children's Emergency department with a separate waiting room for children.
- **Children's Short Stay Unit**
There are 6 beds for children requiring short stay admissions; this is adjacent to the Children's Emergency Department. Children are looked after by the Emergency Department staff.

Mental Health: At Gold Coast Mental Health and Specialist Services, inpatient and outpatient teams work together to deliver a fully integrated mental health service to the Gold Coast community. Our Inpatient units' aim to promote consumer recovery with respect, compassion and professional integrity and provide professional care that abides by and demonstrates the professional codes.

Areas of the service:

- **Lavender Mother and Baby Unit – Statewide Service**
The Lavender Mother and Baby Unit is a 4-bed specialist State-wide acute service located at Gold Coast University Hospital. The unit provides specialist care for women who require admission to hospital for significant mental health difficulties in the first year following childbirth that impact on their ability to function in everyday life and to care for their child.
- **Child and Youth Mental Health Inpatient Unit**
The Child and Youth Mental Health Inpatient Unit at Robina provides twenty four hour care for children and adolescents who are suffering from emotional or behavioural disturbances. Clients are admitted to the 8-bed unit for the treatment of acute mental illnesses, comprehensive assessments or for planned psychotherapy.
- **Acute Young Adult Services**
Acute Young Adult is an inpatient facility offering assessment and treatment of young adults (18 - 25 years) who are experiencing mental health issues and can no longer be managed safely in the community setting.
- **Acute Adult Mental Health Units**
The Acute Adult Mental Health units provide specialist, acute and inpatient mental health services for consumers 16 – 65 years, as an inpatient service at Gold Coast University Hospital and Robina Hospital. Care and treatment is consumer-focused, multidisciplinary, comprehensive and collaborative.
- **Older Persons Mental Health Unit**
To provide assessment, collaborative treatment and discharge planning to people over the age of 65, who present with an acute mental illness, and whose associated level of risk and limited social supports make alternative inpatient or community care inappropriate. It is a 16-bed unit located at Gold Coast University Hospital.
- **Extended Treatment Unit**
The Extended Treatment Unit is a 16-bed unit at Robina Hospital that caters to the needs of clients with a mental illness that has been generally of a long duration in nature.
- **Cordylone**
The Cordylone Residential Recovery Service is 25-bed unit transitioning to a Community Care Unit model of Service with the aim of providing full community care within the hospital grounds.

Eligibility

- To be eligible for a nursing position at Gold Coast Hospital and Health Service, applicants are required to have: Registration with the Australian Health Practitioner Regulation Agency. A minimum of 1-year nursing level experience in Australia, or a similar health care system such as New Zealand, United Kingdom, Ireland, Canada or USA.
- Mental Health Services – post graduate qualifications in mental health or commitment obtain will be well regarded.