

Role Details

Job ad reference	GCTP417370
Role title	Undergraduate Student in Nursing (Identified – Fundamental Care Assistant) – Expression of Interest
Status	Casual Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
Location	Southport and Robina Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the position's primary work location may change based on operational requirements
Unit/Branch	Nursing Midwifery Staffing Unit
Division	Nursing, Midwifery and Patient Experience Gold Coast Hospital and Health Service
Closing date	Ongoing Application will remain current for the duration of the vacancy
Classification	Nurse Grade 2
Salary	\$41.67 - \$42.22 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 Undergraduate Student in Nursing (Fundamental Care Assistant) is responsible for assisting and supporting the Nurse Unit Manager and clinical team in the provision of quality patient care.

This role works under the direction and supervision of the Registered Nurse to plan workload and prioritise activities, supporting a culture reflective of the principles of the Magnet Recognition Program®.

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 Communicate Effectively - Provide clear, ongoing communication with colleagues, patients and clients, actively listening and contributing to discussions
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 Optimise Resources - Demonstrate the ability to effectively leverage resources to maximise outcomes and work efficiently
Leadership and People Management	Inspire, engage and build our workforce	Leading Self Manage Through our Values - Model desired behaviours, values and ethics in work practices, focussing on excellence in delivery of services

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

- Gather information from observable sources during client activities of daily living in order to contribute to effective care planning in consultation with the Registered Nurse/Midwife and other health care professionals.
- Record and report patient observations including temperature, pulse, blood pressure, respirations and oxygen saturations.
- Communicate actions and outcomes of delegated tasks in a timely manner to Registered Nurse and other team members.

EDUCATION

- Participate in own self development through active participation in the Performance Development and Planning (PDP) process and attendance at relevant education sessions.
- Inform staff and others about relevant general information within the scope of delegated activities and role to maintain safe work environment.
- 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 as applicable.
- Demonstrate effective management and prioritisation of workload.
- Demonstrate responsibility and accountability for delegated tasks.

SYSTEM SUPPORT

- Adhere to contemporary Human Resource management and work place health and safety principles to facilitate achievement of standards, policies and procedures as relevant to the role.
- Adhere to organisational policies, guidelines and professional standards.
- Support work unit processes including general and equipment maintenance, stock control, removal of environmental clutter and other delegated activities to facilitate a safe and efficient service.

RESEARCH

- Aware of the application of the National Safety and Quality Health Service (NSQHS) Standards.
- Actively support quality improvement and research initiatives within the work unit, contributing to the use of evidence-based practice to facilitate improved patient outcomes under the delegation of the Registered Nurse.

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

- Under s25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.
- The applicant must be
 - an undergraduate student of nursing or midwifery, and
 - undertaking or has completed, on a full-time basis, the second semester of the second year of a pre-registration university program or is undertaking the fourth semester of a second year post-graduate pre-registration university program in a nursing or midwifery qualification approved by the NMBA.
- 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.
- Potential applicants are advised that the Commission for Children and Young People Act 2000 (Qld) requires Queensland Health to seek a 'working with children check' from the Commission for Children and Young People prior to appointment to this position. Your appointment to the position is subject to the Commission for Children and Young People and Child Guardian issuing you with a favourable suitability notice. Queensland Health will meet the cost of this check and future renewals.
- While not mandatory, a Certificate III or above (including undergraduate enrolment) in health-related studies would be well regarded.
- 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.
- 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.

Role-Specific Information

About the Service line/Team/Unit

The Fundamental Care Assistant role is designed to prevent hospital-acquired complications (HAC) in older people. Fundamental care to prevent HACs requires consideration of specific nursing tasks, relationship with patients and families, and awareness of the strengths and limitations of the care context. Fundamental care is about 'engaging with' a person rather than 'caring for' a patient, where the Fundamental Care Assistant listens to the person and incorporates the person's interests into care practices.

Fundamental Care Assistants will work in medical and surgical inpatient units.

About the Role

The Fundamental Care Assistant will:

- Undertake nursing tasks associated with the prevention of delirium, pressure injuries, falls and fall injuries, malnutrition, urinary tract infection and pneumonia including, but not exclusive to ambulation, assistance with meals and hydration, elimination and continence care, ensuring comfort (including warmth and rest), and hygiene and dressing.
- Participate in clinical handover.
- Exhibit a compassionate attitude including empathy, helping, kindness, listening, respect, support and understanding.
- Continually evaluate the person's response to care, using observation skills and available assessment tools.
- Liaise with the Registered Nurse regarding specific activities and outcomes.
- Evidence of ongoing nursing or midwifery qualification enrolment must be supplied.

Reporting Relationships

- The Fundamental Care Assistant reports to the Registered Nurse, who delegates responsibilities for fundamental care for specific patients.