**Role Description**

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| --- | --- | --- | --- |
| **Job ad reference** | MI570271 | **Closing date** | Thursday 20 June 2024 |
| **Role title** | Nurse Educator  (Emergency Care) | **Classification** | Nurse Grade 7 |
| **Status** | Permanent Full-time | **Salary** | $132,562 - $143,924 per annum |
| **Unit/Branch** | Professional Practice Support Unit  Nursing and Midwifery Service | **Contact name** | Julie Sorrell |
| **Division/Hospital** | North West Hospital and Health Service | **Contact number** | (07) 4744 4803 |
| **Location** | Mount Isa  Service delivery requires this role to travel to other locations within the North West Hospital and Health Service (NWHHS). | | |

**Your opportunity**

The Nurse Educator (NE) Emergency Care is a member of the Professional Practice Support Unit and is responsible for providing advanced leadership in the provision of education programs and resources relevant to Emergency Care in CSCF Level 1-4 facilities to build clinical and professional expertise and capability within the nursing and midwifery workforce in the North West HHS.

The Nurse Educator (NE) reports to the Nursing Director – Professional Practice Support Unit.

To contribute and be part of an innovative, dynamic and diverse Nursing and Midwifery team that recognises and values professionalism, leadership and excellence in patient and family centred healthcare as part of the North West HHS Nursing and Midwifery Professional Practice Model (PPM).

**Your role**

* Assume responsibility and accountability for ensuring Nursing and Midwifery Board Australia (NMBA) and own standards and actions (at advanced level) and the delegation and supervision of care to a Registered Nurse (RN), Enrolled Nurse (EN) or unregulated healthcare worker including Assistants in Nursing (AINs).
* Provide nursing leadership and contribute to the development of clinical practice at an advanced level by:
  + Planning, developing, facilitating, implementing, and evaluating evidence-based clinical education.
  + Actively engaging in quality activity and research projects and enabling a research and clinical governance culture.
  + Modelling active engagement in professional development of self and others.
  + Initiating and participating in professional partnerships/networks across the education/research continuum.
* Contribute to positive patient outcomes by providing advanced educational leadership in clinical and professional knowledge and skills within the context of practice development.
* Promote a positive workplace culture by contributing to an effective and inclusive Professional Practice Support Unit (PPSU) team that works collaboratively with Nursing and Midwifery leaders and the greater healthcare team.
* Apply advanced nursing leadership skills to contribute to and promote a shared vision that leads practice change by promoting quality system improvement and utilise change management initiatives to enhance alignment to the NWHHS Professional Practice Model (PPM) and meet relevant clinical governance, professional and practice standards.
* Contribute at an advanced nursing leadership level to the development of the Professional Practice Support Unit strategic and operational plan as well as the achievement of the Unit’s performance indicators.
* Contribute to and actively promote a culture of learning within the Unit by supporting and mentoring colleagues.
* Assist the organisation to support nurses and midwives to achieve Career Progression Pathway outcomes in relation to clinical and professional knowledge and skills development to facilitate professional practice development and succession management.
* Embrace the North West HHS values and spirit to maintain and develop a positive and professional practice environment committed to excellence in healthcare.
* Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.
* Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
* Keep People Safe: Comply with reasonable Work Health and Safety instruction and cooperate with reasonable policy and procedures, including the Duties of Workers, Section 28, Work Health and Safety Act 2011 (QLD).
* Implement and monitor the organisation’s quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
* Effectively engage with people and communities from Aboriginal and Torres Strait Islander and cultural and linguistically diverse backgrounds.
* Deliver culturally responsive and safe care in line with the Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033 and Queensland Health Workforce Diversity and Inclusion Strategy 2017-2022.
* Keep People Safe: Comply with reasonable Work Health and Safety instruction and cooperate with reasonable policy and procedures, including the Duties of Workers, Section 28, Work Health and Safety Act 2011 (QLD).

**Your employer – North West Hospital and Health Service**

The North West Hospital and Health Services (NWHHS) is responsible for the public sector health services in the North West region. The NWHHS covers an area of approximately 300,000 square kilometres and services many of the remote communities within North Western Queensland and the Gulf of Carpentaria.

The Health Service is responsible for the promotion and wellbeing of people within the service area and ensuring that health services are of a high quality, accessible to all and effective.

Other NWHHS Centres are:

| **Hospitals:** | **Primary Health Facilities:** | **Community Services:** | **Multipurpose Health Service:** |
| --- | --- | --- | --- |
| Doomadgee | Burketown | Cloncurry | Cloncurry |
| Mornington Island | Camooweal | Doomadgee | McKinlay Shire |
| Mount Isa | Dajarra | McKinlay Clinic |  |
| Normanton  Normanton | Karumba | Mornington Island |  |
|  |  | Mount Isa |  |
|  |  | Normanton |  |

The Professional Practice Support Unit (PPSU) supports nurses and midwives to provide excellence in clinical care by; upholding the principles of the Professional Practice Model, building partnerships that facilitate a culture of exemplary clinical practice based on evidence, promote clinical, personal and multicultural safety as well as innovation, learning and inquiry, for nurses, midwives and students and trainees in the NWHHS.

**North West Hospital and Health Service Vision and Values**

The North West Hospital and Health Service is responsible for providing high quality hospital and healthcare to the communities of North West Queensland. We embrace the need for change and make it work efficiently for the people of our region and our staff. The efficient delivery of our core hospital and health business services is guided by the North West Hospital and Health Service mission:

*To be Queensland’s leading Hospital and Health Service delivering excellence in remote healthcare to our patients.*

## NWHHS Values_DiagramOur Values:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Innovation** | **Respect** | **Engagement** | **Accountability** | **Caring** | **Honesty** |
| We make things happen | We listen and learn from each other | We work together to involve our communities | We own our actions and behaviours | We treat people with kindness and look after each other | We are true to ourselves and others |

**Nursing and Midwifery**

The practice of nurses and midwives in the North West HHS is guided by our Professional Practice Model (PPM). Our PPM provides the foundation for quality care and was developed by nurses and midwives here through broad consultation and discussion. Our PPM describes our vision and mission and the values that are important to us. It outlines how nurses and midwives are enabled to have influence in nursing and midwifery decision-making, how we achieve exemplary person-centred care and how we cultivate and sustain effective professional relationships our community and colleagues.



**Mandatory qualifications/Professional registration/Other requirements**

* Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse and possession of a current annual licence certificate is mandatory.
* Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/ manager, prior to the commencement of clinical duties.
* While not mandatory, it would be desirable that applicants will be experienced and skilled in Triage.
* While not mandatory, it would be desirable that applicants will be experienced and skilled in management of paediatric emergency care presentations
* While not mandatory, it would be desirable that applicants will possess or be working towards a post graduate qualification in education and/or the specialty clinical area relating to their educational portfolio.
* While not mandatory, it would be desirable that applicants will be certified by a recognised organisation as an instructor in Advanced Life Support (ALS).
* Nurses and midwives with additional authorisations must apply to the North West Hospital and Health Service Nursing Scope of Practice Committee to receive authority to practice prior to being able to perform the duties associated with such authorisation.
* The position may involve travel to various facilities or units within the North West Hospital and Health Service.
* 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](https://www.health.qld.gov.au/__data/assets/pdf_file/0009/150120/hed-0116.pdf)):
  + Measles, Mumps, Rubella (MMR)
  + Varicella (chicken pox)
  + Pertussis (whooping cough)
  + Hepatitis B
  + Tuberculosis: All new employees, including agency nurses and doctors, appointed to roles at a Queensland Health facility that may be at high risk of exposure to drug-resistant cases of tuberculosis must be assessed for their risk of Tuberculosis (TB) using the relevant TB risk assessment process.
* Your offer of appointment to this role is therefore conditional upon satisfactory documentary evidence of required vaccinations/immunity being provided prior to commencement and your consent and agreement to maintain vaccination/immunity as required by Queensland Health HR policies and Health Employment Directives.
* This position may require the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland ‘C’ class licence). Proof of this endorsement must be provided before commencement of duty.

**How you will be assessed?**

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under ‘Your Role’, the ideal applicant will be someone who can demonstrate the following:

* Proven ability to lead and manage the delivery of evidence-based nursing clinical education and facilitation in a multidisciplinary environment consistent with contemporary nursing practice at an advanced level.
* Proven ability to support effective management of human, material and financial resources using Business Planning Framework methodology.
* Proven ability to lead service planning and delivery across the care continuum and achieve unit performance indicators and relevant standards of care.
* Sound knowledge of contemporary nursing practice and theory and the ability to apply relevant legislation, guidelines and standards and models of care.
* Proven ability to integrate strategic direction and priorities for service innovation and improvement as part of quality improvement process, Professional Practice Program (PPM).
* Well-developed interpersonal, written and oral communication skills including the ability to effectively use problem solving, change management and conflict resolution frameworks.
* Proven ability to develop, lead and facilitate a learning environment committed to succession management, professional and practice development for self and others.
* Proven ability to use information and reporting systems appropriate to the position.
* Proven ability to lead activities required as part of contribution towards the NWHHS Nursing and Midwifery Professional Practice Model (PPM).

**Your application**

Please provide the following information to the panel to assess your suitability:

* Your current CV or resume, including the names and contact details of 2 referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
* A short response (maximum 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and key attributes of the position.

Once completed, your application should be submitted online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au). If you unable to apply online please contact Recruitment Services on 1300 193 156.

**Additional Information**

* Applications will remain current for 12 months.
* Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
* Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
* Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
* All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf>
* Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the *Workers’ Compensation and Rehabilitation Act 2003.* (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>

**ORGANISATIONAL CHART:***Professional Practice Support Unit*

North West Hospital and Health Board

Chief Executive

North West Hospital and Health Service

Executive Director Nursing, Midwifery and Clinical Services

Nursing Director Professional Practice

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Nurse Researcher

Nurse Educator Emergency Care

Nurse Educator Mental Health

Midwife Educator

Nurse Educator Transition Support

Nurse Educator Remote Health

Nurse Educator Professional Practice Support

A/NE Transition Support