

Role description

Job ad reference:	H2407WB575570
Role title:	Nurse Unit Manager
Status:	Permanent Full Time (76 hours p.f.) (Please note: future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process)
Unit/Branch:	Sub Acute (Ward 3)
Division/Health Service:	Wide Bay Hospital and Health Service
Location:	Maryborough Hospital
Classification level:	Nurse Grade 7
Salary level:	\$132,562 - \$143,924 p.a.
Closing date:	Wednesday, 31 st July 2024 (applications will remain current for 12 months)
Contact:	Tracey Cropp
Telephone:	(07) 4122 8290
Online applications:	www.smartjobs.qld.gov.au
Application Enquiries:	If you have any queries in relation to applying online, please contact Recruitment Services on (07) 4150 2250.

About Wide Bay Hospital and Health Service

Wide Bay Hospital and Health Service is responsible for the delivery of public hospital and health services including medical, surgical, emergency, obstetrics, paediatrics, specialist outpatient clinics, mental health, critical care and clinical support services to people residing in a geographical area which incorporates the North Burnett, Bundaberg and Fraser Coast local government areas and part of Gladstone local government area (Miriam Vale).






Our Vision

Care, connection, compassion for all

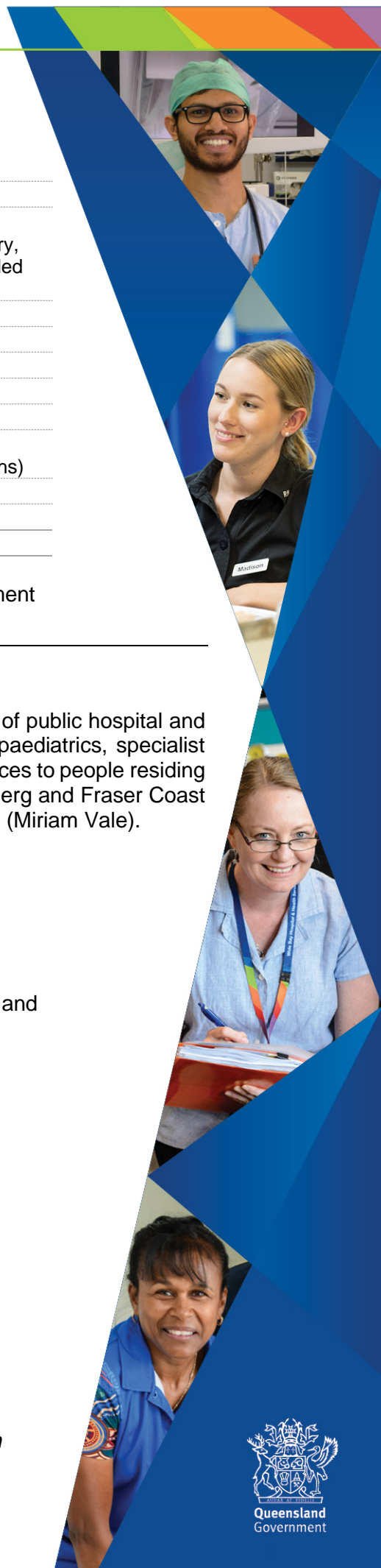
Our Purpose

To compassionately care and connect with the Wide Bay community and our staff to provide excellence in regional health services.

Our Strategic Directions

-  **Optimise and transform:** enhance and transform health services to improve patient outcomes.
-  **Equity and access:** service delivered are equitable and accessible to the community.
-  **Embed technology:** Increase access to virtual care through embedded technology.
-  **Foster partnerships:** partner with diverse stakeholders to better serve the community.
-  **Nurture and future-proof workforce:** strengthen our workforce to ensure care, connection and compassion for all.

If you want more information about **Care, Connection, Compassion for all** visit our website: www.health.qld.gov.au/widebay





Purpose

- The Nurse Unit Manager (NUM) is a clinical manager, accountable at an advanced practice level for the coordination of patient-centred clinical practice and the provision of human and material resources within Ward 3. The NUM provides professional and operational leadership and direction to nursing staff, as well as operational leadership to administration, allied health, and operational staff, and is responsible for the facilitation and provision of quality and cost-effective nursing services which are consistent with contemporary standards and best practice within Ward 3.

Autonomy

- Advanced level of autonomous clinical and professional practice.
- Advanced level of decision making in collaboration with a multi-disciplinary team.
- Undertake operational leadership.
- Work collectively to apply the principles of clinical governance.
- Apply professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.
- Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development.

Your key responsibilities

- Fulfil the responsibilities of this role in accordance with the Wide Bay Hospital and Health Service values outlined above.
- To comply with the obligation to act and make decisions in a way that is compatible with human rights and, when making a decision, to give proper consideration to human rights as required by the Human Rights Act 2019.
- Fulfil the responsibilities of this role in accordance with the Nurses and Midwives (Queensland Health) Award – State 2015, Generic Level Statements Nurse Grade 7 and the Wide Bay Hospital and Health Service commitments and values.

Domain 1 Clinical - Direct comprehensive care or provision of direct care

- Accountable for NMBA and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated to other nurses.
- Apply supervision, problem-solving and critical thinking skills in the provision of complex care.
- Demonstrate role specific advanced clinical care and knowledge.
- Supervise practice standards and monitor care provision and outcomes with consideration to scope of practice principles.
- Escalate clinical issues through established communication and governance processes.
- Facilitate consumer centred engagement, care delivery and continuity of care.
- Apply knowledge of contemporary nursing/midwifery practice.
- Knowledge of Clinical Service Capability Framework (CSCF) and application to facility/service/work unit.
- Participate in development and review of Services and Models of Care (MOC).
- Apply standards to achieve clinical outcomes within context of role e.g., National Safety and Quality Health Services (NSQHS) Standards, clinical indicators, professional practice standards.
- Apply and uphold Business Planning Framework (BPF) principles and care coordination e.g., rostering, Award compliance, skills mix, ratios, client navigation and/or persons of concern.
- Collaborate with colleagues to build a positive work culture to achieve best practice outcomes.
- Contribute to service performance targets and outcomes.
- Provide culturally safe care in accordance with the NMBA Code of conduct and Code of Ethics for Registered Nurses and Midwives.

Domain 2 Education

- Ability to facilitate compliance with Legislative, Mandatory and Requisite Training tools and achievement of targets.
- Work with others to apply knowledge and skills to act as a resource.
- Establish a culture that values lifelong learning.
- Proactively support and engage in Education strategies as core business, e.g., orientation/induction, incidental learning, continuing professional development (CPD).
- Monitor and support requisite standards to achieve optimal service outcomes.



- Support the enactment and evaluation of education initiatives in respect to capacity, capability, and service outcomes.
- Liaise with stakeholders to enable access, opportunity, and engagement in education.
- Support professional development and portfolio maintenance.
- Apply knowledge and skills to promote education, research, and innovation to address health care trends and improve consumer and service outcomes.
- Continuously build on foundational education to enhance knowledge and skills to optimise scope of practice.
- Demonstrate the knowledge and behaviours to provide culturally appropriate health care.

Domain 3 Leadership

- Apply effective leadership principles in an interprofessional team environment, e.g.,
 - Role Modelling
 - Staff Engagement
 - Energise staff and team to potential.
- Promote a culture that effectively supports consumers and partners.
- Promote Service Excellence.
- Participate and support professional and scholarly activities, e.g., associations/membership, conferences.
- Apply and uphold standards, values, codes, and guidelines.
- Facilitate Succession Management, Mentoring and Coaching.
- Apply leadership principles to work unit/service practices.
- Demonstrate political astuteness.
- Apply and uphold discretion and confidentiality.
- Identify and implement opportunities for innovation for practice improvement to address service needs and trends.
- Display effective change management principles.
- Demonstrate advanced oral (e.g., feedback and negotiation) and written communication skills (including professional/academic style).
- Integrate key objectives from the Strategic Plan into service delivery.
- Advocate for the profession (internal and external).
- Collaborate with key stakeholders and partners, e.g., Higher Education Sector (HES), professional bodies and/or regulatory agencies.
- Engage in succession management, mentorship, and scholarly pursuits.
- Contributes and liaises with internal and external partners to advance the unique body of knowledge within own scope of practice.
- Applies and promotes the principles of the Leadership Strategy for the Professions of Nursing and Midwifery.
- Celebrate key wins, successes, and key learnings and communicate these to others to improve standards and practice outcomes.
- Role models behaviours that contribute to health equity for First Nations people.

Domain 4 Support System

- Apply and uphold contemporary HR and Industrial Relations (IR) practice standards.
- Provide leadership advice, and technical expertise to the profession and others.
- Apply HR management practices to support nursing and midwifery staff in collaboration with the leadership team.
- Knowledge and application of recruitment principles and practices.
- Demonstrate cost effective practice and knowledge of cost centre management in accordance with Financial/HR Sub Delegations (including supply/ordering).
- Develop, review, implement and evaluate of policy, procedure and guidelines impacting upon nursing and midwifery practice.
- Operationalise:
 - Patient Flow
 - IT Systems
 - Business Rules
 - Principles of BPF
 - PDP and PIP.



- Demonstrate knowledge of organisational structure and governance processes.
- Work collaboratively with staff to initiate, monitor and evaluate staff performance to establish a shared workforce understanding about organisational and professional responsibilities relevant to the role.
- Escalate any significant performance/safety/professional/legal concerns and incidents to line manager and implement strategies to support development, minimise risk and liaise with line manager and others to resolve as per endorsed processes.
- Employs document management strategies to meet relevant standards.
- Apply effective and efficient management of resources.
- Respond to emerging trends in consultation with others.
- Apply processes for supervision, leadership, mentoring and succession management to foster ongoing development and career engagement.
- Monitor and report innovation and responses to change.
- Collaborate across organisational and professional boundaries to shape service and enhance professional outcomes.
- Implement risk mitigation strategies with effective reporting and escalation.
- Work collaboratively with interprofessional colleagues to establish effective team processes which achieve expected outcomes.
- Champion quality, systems, and process improvement to ensure health equity for First Nations people.

Domain 5 Research

- Knowledge of and application of the principles of research.
- Establish processes to support a research culture which utilises the principles of evidence-based practice.
- Translate relevant research and quality improvement outcomes into practice.
- Initiate and evaluate quality improvement activities.
- Utilise contemporary information, research evidence and experience to support decision-making.
- Engage as relevant in research projects to inform practice change.

Delegations

This role has been assessed with the following delegations:

1. Human Resource Delegation – Level 7 as per the WBHHS Human Resource Delegations Manual
2. Financial Delegation – Level 11 as per the WBHHS Financial Delegations Manual

Key Responsibilities - Occupational Health and Safety

- All staff of Wide Bay Hospital and Health Service are responsible for making the health system safer and more effective by:
 - Having an understanding of their broad responsibilities as a team member and an individual for maintaining safety and quality in health care.
 - Ensuring that safety and Quality Procedures are followed.
 - Participate in the review of procedures individually or as part of a team.
 - Participate in the development and implementation of organisational processes that improve health care services, development and implementation of safety systems, engagement in improvement initiatives and related training.
 - Take reasonable care of your own health and safety and ensure that your acts/omissions do not adversely affect the health and safety of others.
 - Complete all necessary Occupational Health and Safety (OHS) training and comply with OHS Policy and procedures.
 - Report OHS incidents and assist with risk assessments.
 - All WBHHS workers have the ability to remove themselves from work situations that they consider present and imminent and a serious danger to their life and / or health. If an event of this nature were to occur the worker shall report the incident immediately to a supervisor / manager without reprisal.
 - Ensure the health and safety of WBHHS workers while at work
 - Provide WH&S information, training and supervision
 - Support Incident investigation, undertake risk assessments and ensure risk control measures are implemented



Qualifications/Professional registration/Other requirements

- Mandatory possession of a nursing qualification from a registered tertiary institution or completion of an approved hospital training program as a Registered Nurse and Registration with the Australian Health Practitioner Regulation Agency with a current annual practicing certificate is essential.
- Appointment to this position requires proof of qualification and if applicable 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.
- Possession of context-specific postgraduate qualification in nursing is highly desirable.
- This position requires the incumbent to work at other facilities within the Wide Bay Hospital and Health Service.
- **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.
- **Hepatitis B Vaccination:** Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- **Vaccination of 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: measles, mumps, rubella, varicella (chicken pox) and pertussis (whooping cough). Existing staff that are engaged prior to 1 July 2016 are not subject to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department)
- **Tuberculosis (TB):** It is a condition of employment for this role for the employee to be assessed for their risk of TB. Existing staff that are engaged prior to 14 December 2018 are not subject to this condition of employment unless they apply for a role that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department). Should existing staff be concerned about their TB status, they should consult their GP or contact the Metro South Clinical Tuberculosis Services on (07) 3176 4141 or (07) 3176 4166 for advice.

Pre-Existing Injury or medical condition

Wide Bay Hospital and Health Service (WBHHS) takes seriously its legislative obligations to manage the risks associated with pre-existing injury or medical conditions of prospective employees.

Further to WBHHS's obligation under Section 18 of the Work Health and Safety Act 2011, whereby employers are required to provide and maintain, so far as practicable, a working environment that is safe and without risks, Section 571 of the Workers' Compensation and Rehabilitation Act 2003 (WCR Act) enables prospective employers to give a prospective worker a written notice:

- Requesting that the prospective worker disclose any pre-existing illnesses or injuries of which they are aware, which could be reasonably aggravated by performing the attached outlined employment related duties; and
- Informing the prospective worker that a failure to disclose or a false or misleading disclosure means that the employee may not be entitled to compensation under the WCR Act for a work-related aggravation of the pre-existing illness or injury.

Are you the right person for the job?

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

Domain 1 Clinical	<ul style="list-style-type: none"> • Demonstrated high level leadership, management and organisational skills including comprehensive knowledge of contemporary nursing practice within a Sub Acute Ward. • Proven and demonstrated ability to facilitate, lead, direct, oversee and coordinate collaborative teams in the safe and reliable delivery of evidence and research informed patient centred care within the Sub Acute (Ward 3).
Domain 2 Education	<ul style="list-style-type: none"> • Demonstrated ongoing professional development of self and others and the facilitation of an environment that encourages life long learning, mentoring and support for colleagues.



Domain 3 Leadership	<ul style="list-style-type: none"> • Demonstrated ability to work effectively and consistently under pressure in a rapidly changing work environment with effective change management and people management practices. • Demonstrated ability to build and maintain strong relationships, open communication and a positive environment with internal and external stakeholders while actively contributing to the clinical environment.
Domain 4 Support systems	<ul style="list-style-type: none"> • Promotion of quality and risk management processes, advanced analytical and problem-solving skills, sound business planning skills and proficient use of financial and human resource information and reporting systems. • Demonstrated ability to utilise data and information to ensure that the service is organised for safety and measures are in place to capture the standard of service delivery.
Domain 5 Research	<ul style="list-style-type: none"> • Knowledge of and a demonstrated commitment to quality business processes and evidence-informed practices, identifying areas for improvement and contributing to these improvements including nursing and midwifery research.

How to apply

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

- **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
- **A short statement (maximum 1–2 pages)** on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and attributes noted in the 'Are you the right person for the job?' section.
- **Submit your application online at www.smartjobs.qld.gov.au** by the closing date ensuring completion of the online questionnaire.

About the Health Service/Division/Branch/Unit

Wide Bay Hospital and Health Service (WBHHS) provides health services to a fast growing regional area. The Health Service covers the coastal stretch from Agnes Waters in the north to Maryborough and Hervey Bay in the South and includes the accompanying rural hinterland. Included in WBHHS are Hervey Bay and Maryborough Hospitals and Bundaberg Hospital, the main referral centres, with health facilities at Gin Gin, Childers, Biggenden, Eidsvold, Mundubbera, Gayndah, Mt Perry and Monto. The WBHHS serves a population of approximately 219,000 residents.

Across the Health Service, a range of specialty services are provided including acute care, surgical, medical, maternity, mental health rehabilitation and aged care services. Hervey Bay and Bundaberg Hospitals provide care in some major adult specialties and provide support to the surrounding smaller rural hospitals in the Health Service. The Health Service has a number of Multipurpose Health Services that provide access to integrated health and aged care services to smaller communities. WBHHS promotes the use of Telehealth, which enables patients to receive quality care closer to home via videoconferencing technology, reducing the need for travel and increasing access to specialised healthcare for people in regional and rural communities.

The Health Service provides a variety of primary and community health services including oral health, child health, school health, health promotion, environmental health, aged care and rehabilitation, aged care facilities, sexual health services and drug and alcohol services. WBHHS also provides a comprehensive and fully integrated mental health service to residents in both the community and acute care settings.

The Wide Bay is well known for its relaxed lifestyle, natural beauty and local attractions. Bundaberg is located at the southern tip of the Great Barrier Reef with access to coral islands and scuba diving. Possibly the most famous beach in Bundaberg is Mon Repos.



Located 15kms east of Bundaberg, Mon Repos is known for having the largest concentration of nesting marine turtles on the eastern Australian mainland and is considered one of the two largest loggerhead turtle rookeries in the South Pacific Ocean. For a taste of the Australian bush, Cania Gorge, located in the hinterland west of Monto, is popular for bushwalks and abseiling.

The Fraser Coast includes the world-heritage listed Fraser Island, which has a unique and unspoilt landscape including rainforests with abundant fresh water lakes and crystal clear creeks. From July to November, during their annual migration, Humpback whales take time out in the protected waters of Hervey Bay. The whales perform a variety of behaviours providing a spectacular display for visitors and locals.

The land within the WBHHS region encompasses the following Tradition Custodian Groups: Butchulla; Bylee; Gooreng Gooreng; Gurang; Kabi Kabi; Taribelang Bunda; Wakka Wakka and Wulli Wulli.

Wide Bay Hospital and Health Service respectfully acknowledges the traditional owners and custodians, both past and present, of the area we service. We also declare our commitment to reducing inequalities in health outcomes for Aboriginal and Torres Strait Islander people in line with the Australian Government's Closing the Gap initiative.

Pre-employment screening

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment, as well as any other availability information that could preclude them from undertaking the role. Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and young people

All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or young person 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 the Department of Child Safety.

All relevant health professionals are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

Diversity

Wide Bay Hospital and Health Service is an equal opportunity employer that embraces diversity and is committed to eliminating discrimination.

We strive to provide a supportive and inclusive work environment in which all our employees are valued and empowered. We recognise the positive impact, innovation and opportunity that different perspectives, experiences, beliefs, cultures and ideas bring to the workplace. Our diversity and inclusion efforts will focus on:

- People with disability and people from other disadvantaged groups
- People who identify as being of Aboriginal or Torres Strait Island descent
- Women
- People from culturally and linguistic backgrounds

Salary Packaging

To find out whether or not your work unit is eligible for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please refer to the Salary Packaging Information Booklet for Queensland Health employees available from the Queensland Health Salary Packaging Bureau Service Provider – RemServ at <http://www.remserv.com.au>. For further queries regarding salary packaging RemServ's Customer Care Centre may be contacted via telephone on 1300 30 40 10.



Disclosure of Previous Employment as a Lobbyist

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:

https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf

Probation

Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 [HR Policy B2 - Probation \(health.qld.gov.au\)](http://health.qld.gov.au)

No Smoking Policy




From 1 January 2015, it is against the law to smoke at all public and private health facilities, and for five metres beyond their boundaries. These laws include all staff and patient residential areas on healthcare facility land.

Privacy Notice

Personal information collected by Wide Bay Hospital and Health Service (WBHHS) is handled in accordance with the *Information Privacy Act 2009*. All personal information collected will be securely stored and will not be disclosed to other third parties without consent. For information about how WBHHS protects your personal information, or to learn about your right to access your own personal information, please see www.health.qld.gov.au

WBHHS may use applicant details to provide promotional information about job opportunities and organisational updates relating to WBHHS. Applicants can unsubscribe from these communications at any time by emailing: Recruitment-Wide-Bay@health.qld.gov.au

Values in Action – what our values mean for you:

 Collaboration	Team mindset, one service. Be kind and supportive of one another, band together – “have each other’s back”, contribute to a safe learning environment that increases capability and to make recommendations, however small, to improve.
 Accountability	Hold ourselves accountable to higher standards, take personal responsibility, have a “can-do” attitude, strive to exceed expectations. Recognise risks and speak out to ensure safety for all.
 Respect	To treat all as you would wish to be treated yourself, to recognise and value diversity, to actively listen to other’s opinions and to speak with consideration of others in mind.
 Excellence	From appearance to communication, consistently upholding higher levels of professionalism, demonstrating dedication, making a positive difference and striving to be the best in all that we do.
 Through patients’ eyes	Ensuring all that we do is focused on the patient and that we treat everyone equitably, with empathy, compassion and dignity, as you would a loved one.

Vision for the public service

To be a government of the 21st century, one government that is connected and working together to deliver smarter, simpler outcomes that are responsive to the needs of Queenslanders now and for the future. We will create opportunities in partnership that are all about positive outcomes rather than just service delivery and regulation.



To enable this vision, the Queensland Public Service (QPS) is transforming from a compliance focus to a more values-led way of working. The five values statements underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.
<https://www.forgov.qld.gov.au/our-values>



TASK ANALYSIS

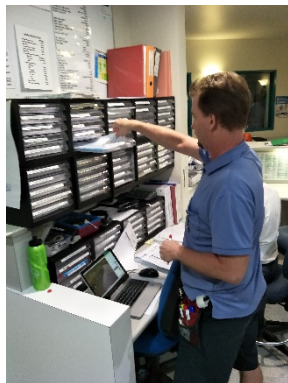
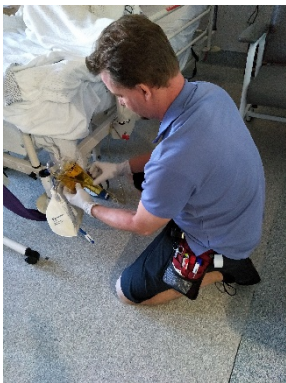


Position: Nursing

Position Description: Provide nursing services for Wide Bay Hospital Health Service.

Shifts/Breaks: Various shift types, from 8-12 hour shifts. On-call work is required. Overtime may be required. Breaks as per award.

PPE/Uniform: Closed-in shoes, supplied uniform (pants / skirt and top), scrubs. PPE is task dependent (e.g. gown, gloves, eye protection, face masks).

LEGEND	RARE (1-5%)	OCCASIONAL (6% - 33%)	FREQUENT (34% - 66%)	CONSTANT 67% - 100%	REPETITIVE	NOT REQUIRED
	1 – 24min	25min – 2hr 38min	2hr 39min – 5hr 15min	5hr 16min - 8hr	Task is performed numerous times using the same body movements	Posture not required for task. Cell left blank.

FUNCTIONAL DEMANDS						PHOTO SUMMARY	
POSTURAL TOLERANCES	R	O	F	C	Rep		
Standing				X			
Walking				X			
Sitting		X					
Lying							
Forward bent posture			X		X		
Forward reach				X	X		
Overhead reach		X					
Squatting / kneeling		X					
Static neck postures			X				
Dynamic neck movement		X					
Crawling							
Stair climbing	X						
Ladder climbing						<p>Transfer with slide sheet.</p>	<p>Birthing position.</p>
Other climbing	X						
Trunk twisting		X					
Hand grip and dexterity				X	X		
Foot movement	X				X		



WEIGHTED TOLERANCES	R	O	F	C	Rep
Floor to Waist Lifting	Up to ~15kg	Up to ~12kg			
Waist to Shoulder Lifting	Up to ~8kg	Up to ~2kg			
Overhead Lifting	Up to ~3kg	Up to ~2kg			
Carrying		Up to ~12kg		Up to ~10kg	
Pushing		X			
Pulling		X			
ENVIRONMENTAL FACTORS	R	O	F	C	Rep
Inhalable Dust					
Noise Levels >85 dBa	X				
Hand/Arm Vibration					
Whole Body Vibration					
Hazardous/biological substances		X			
Cognitive factors (e.g. work pressure, nightshift work, time constraints).		X			



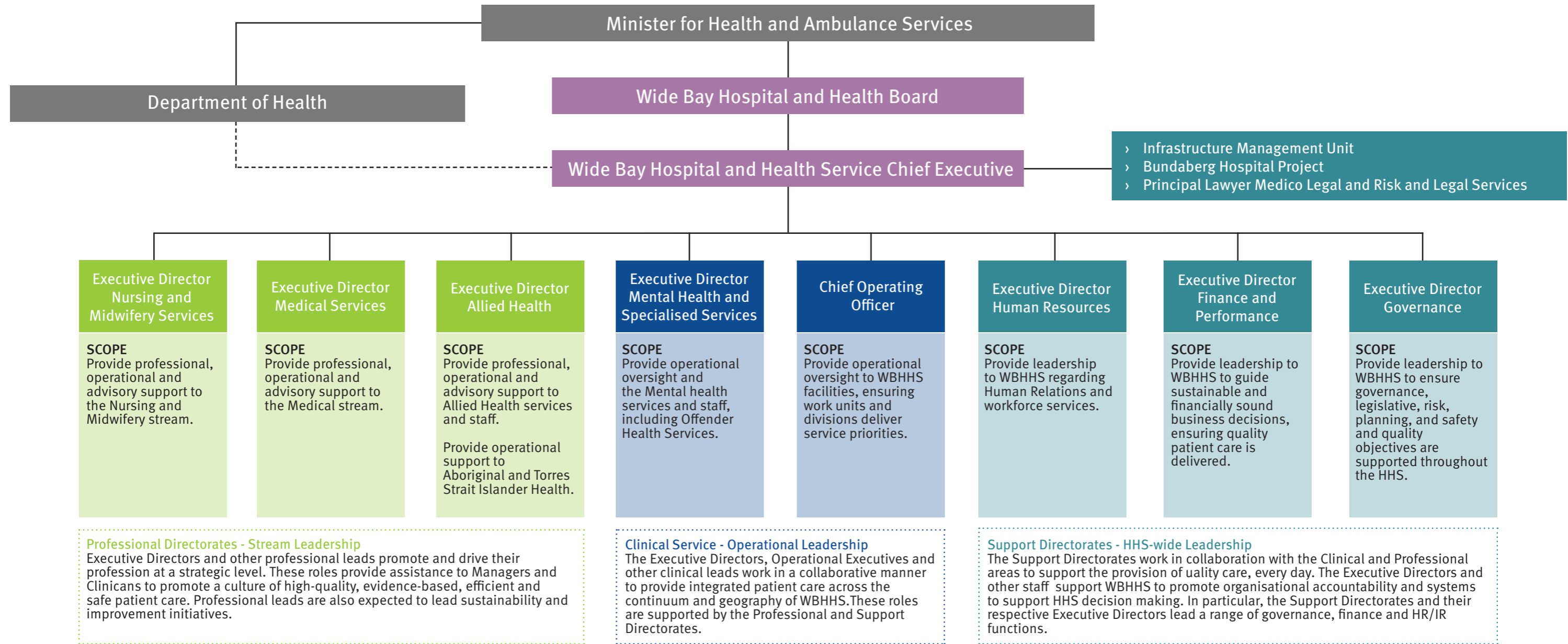
Birthing position.

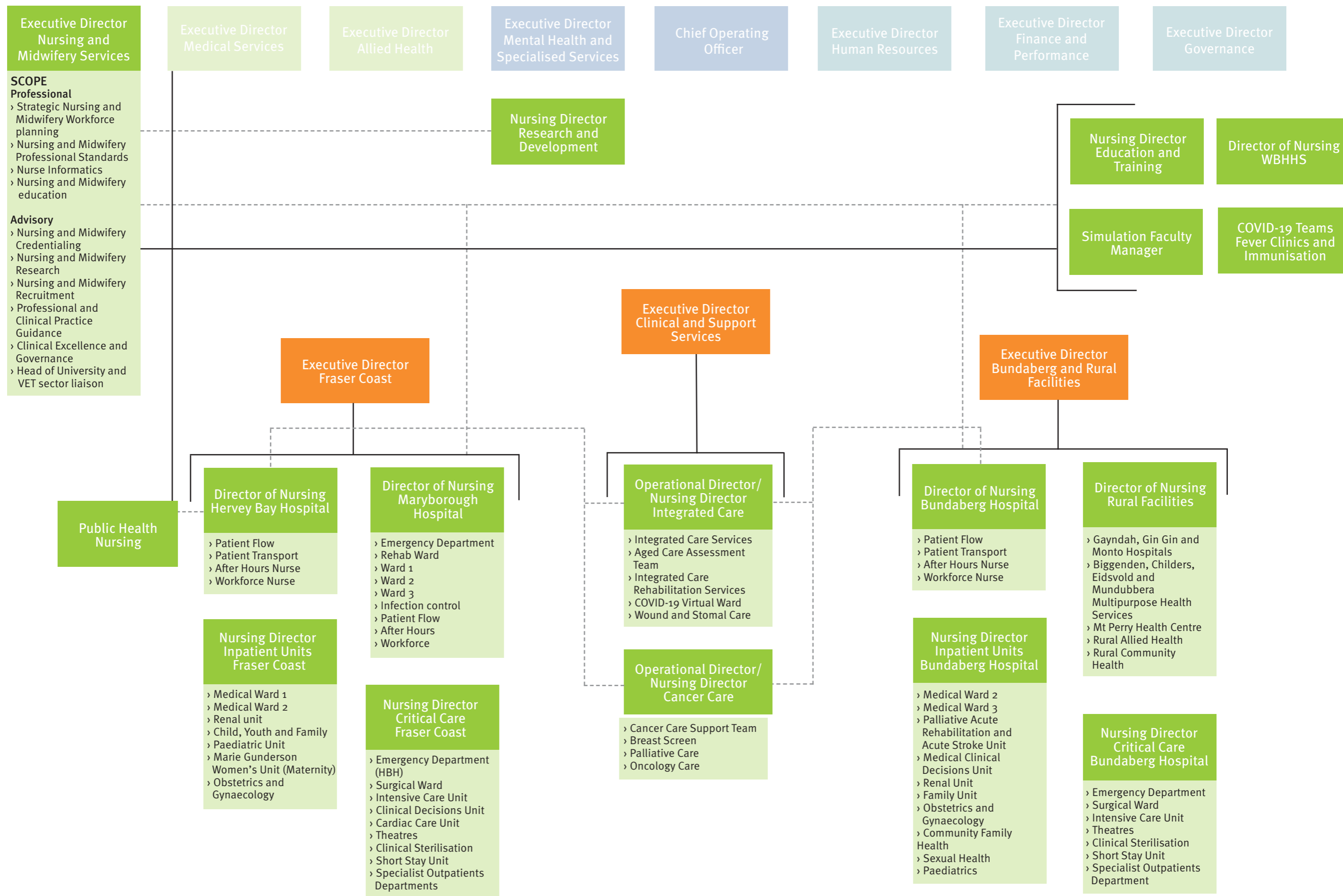
ADDITIONAL INFORMATION

- Patient transfers may require lifting more than above-mentioned loads (e.g. pregnant, bariatric patients), however assistance should be provided (either from additional staff members or lifting aids). Wards Persons are generally responsible for performing patient transfers.
- Theatre nurses are often required to wear lead during surgical procedures (up to ~10kg) for up to their entire shift.
- CPR is performed by nurses, requiring forceful and repetitive movements with the upper limbs, as well as repetitive forward bending. This is conducted with assistance from Wards Person who take over once they arrive.
- Lifting to waist height of up to approx. 15kg - bed ends (up to ~15kg), dialysis bags (up to ~12kg, 2 x 6L bags), surgical trays (up to ~10kg), lead gowns (up to ~10kg), various stores and supplies (up to ~8kg), babies and infants (up to ~6kg), patient charts (up to ~3kg), IV bags (up to ~2kg), and other equipment as required.
- Lifting to shoulder height of up to approx. 8kg - various stores and supplies (up to ~8kg), patient charts (up to ~3kg), IV bags (up to ~2kg), and other equipment as required.
- Lifting overhead of up to approx. 3kg - patient charts (up to ~3kg), IV bags (up to ~2kg), and other equipment as required.
- Carrying of up to approx. 12kg - dialysis bags (up to ~12kg, 2 x 6L bags), surgical trays (up to ~10kg), lead gowns (up to ~10kg), various stores and supplies (up to ~8kg), patient charts (up to ~3kg), IV bags (up to ~2kg), and other equipment as required.
- Pushing/pulling - patient transfers, patient beds, wheelchairs, equipment trolleys, holding limbs/body parts in theatre (sustained and can be for extended periods), restraining patients, manoeuvring furniture, opening doors and drawers MET packs, performing CPR etc.
- The loans room (within theatre) requires frequent manual handling, including lifting of surgical trays (up to ~10kg).
- Forward bending can be sustained and repetitive for tasks such as patient transfers, working in theatre, performing CPR, cleaning instruments (scrubbing at sink) and maintaining airways. These tasks may also require static neck postures (flexion).
- Forward reaching can be constant and repetitive for tasks such as patient transfers, working in theatre (also sustained and can be for extended periods), performing CPR, cleaning instruments (scrubbing at sink), maintaining airways (also sustained and can be for extended periods).



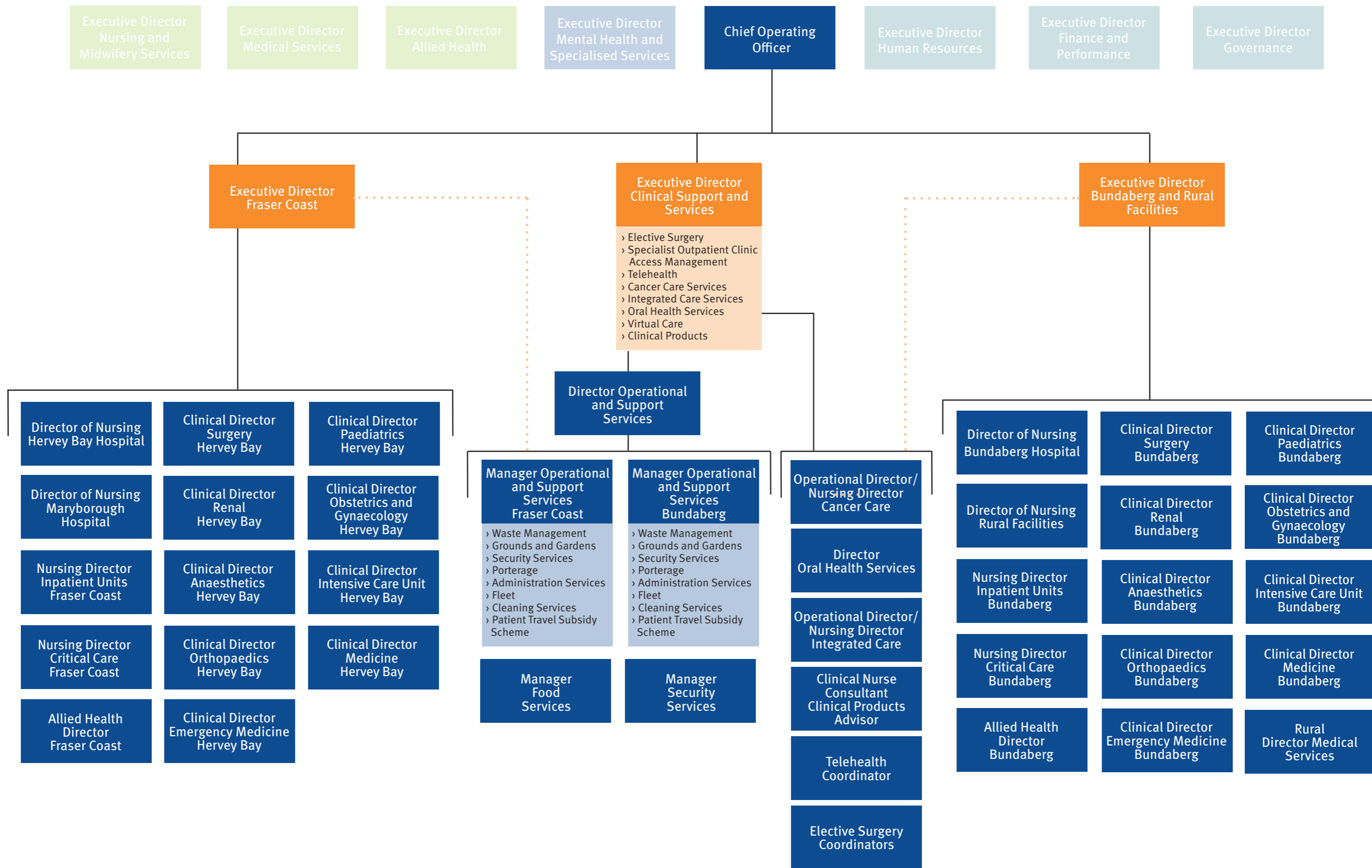
- Hand grip and dexterity can be repetitive. Dexterity is required when performing paperwork (writing), typing and performing computer work, checking pulse, checking blood pressure, inserting cannulas, performing injections, etc. Bilateral grip is required for most nursing tasks (e.g. when restraining patients, performing transfers, passing trays and equipment when working in theatre, etc.).
- Foot movement is repetitive when pumping hydraulic beds.
- Other climbing may be required when using steps, step ladders, etc. to access patients or stores.
- Potential exposure to noise from equipment and patient interaction.
- Potential exposure to hazardous or biological substances such as chemicals, bodily fluids etc.
- May be exposed to cognitive factors including work pressure, nightshift and time constraints.





***Note**

Staff within the Nursing and Midwifery stream work across Wide Bay Hospital and Health Service in various roles and positions. The Executive Director Nursing and Midwifery Services provides professional support to staff within the Nursing and Midwifery stream, regardless of their operational reporting line.



***Note**

The positions of Director Integrated Care and Operational Director Cancer Care can be flexibly filled by individuals from either the Nursing or Allied Health disciplines. These positions would then report professionally to the appropriate Executive - either the Executive Director Nursing and Midwifery Services or the Executive Director Allied Health.

The Manager Operational and Support Services positions are line managed by the Director Operational and Support Services, and also have an operational relationship with the Executive Director Facilities positions.