

# Role description

## Mackay Hospital and Health Service

### Role details

<b>Job ad reference</b>	QLD/575017	<b>Classification</b>	Nurse Grade 5
<b>Role title</b>	Registered Nurse	<b>Salary</b>	<a href="#">Wage rates - Nursing Stream   Queensland Health</a>
<b>Employment status</b>	Multiple vacancies available: <ul style="list-style-type: none"> <li>• Permanent Full Time</li> <li>• Permanent Part Time</li> <li>• Temporary Full Time</li> <li>• Temporary Part Time</li> <li>• Casual (as per roster)</li> </ul> Temporary contracts from date of appointment for up to 12 months with negotiable hours		
<b>Unit / Team / Department</b>	Nursing and Midwifery Services		
<b>Facility</b>	Various facilities across Mackay Hospital and Health Service: <ul style="list-style-type: none"> <li>• Mackay Base Hospital</li> <li>• Bowen Hospital</li> <li>• Clermont Multi Purpose Health Service</li> <li>• Collinsville Multi Purpose Health Service</li> <li>• Dysart Hospital</li> <li>• Moranbah Hospital</li> <li>• Proserpine Hospital</li> <li>• Sarina Hospital</li> </ul>		
<b>Contact details</b>	Nursing and Midwifery Workforce - <a href="mailto:MHHS-NMWorkforce@health.qld.gov.au">MHHS-NMWorkforce @health.qld.gov.au</a>		
<b>Applications must be submitted online via the Smartjobs website – <a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a></b>			

### Your opportunity

The Registered Nurse (RN) provides nursing services within the health service settings; and demonstrates competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.

The Nursing and Midwifery Services offer a range of positions in the following speciality areas:

- Aged Care
- Cardiac Services
- Community and Child Health
- Critical Care
- Emergency
- Indigenous Health
- Maternity Services
- Medical
- Mental Health
- Oncology
- Paediatrics/ Special Care Nursery
- Rehabilitation
- Renal
- Rural and Remote
- Specialist Outpatients
- Surgical
- Theatre
- Women's Health



## Autonomy

- Practise independently and interdependently.
- Assume accountability and responsibility for own actions and delegation of care to enrolled nurses, assistants in nursing and healthcare workers.
- Demonstrate evidence of increasing autonomy and exercise greater levels of professional judgement in the clinical environment as the employee moves from a beginning to experienced practitioner.

## Your role

### Generic responsibilities:

- Fulfil the responsibilities of this role in accordance with Schedule 2 of the *Nurses and Midwives (Queensland Health) Award State 2015*; and Generic Level Statements and Domains of Practice for Nurse Grade 5; and the Queensland Public Service and the MHHS Values as outlined above and <http://www.mackay.health.qld.gov.au/about-us/living-our-values/>.
- Understand your broad responsibility for safety and quality in healthcare, actively participate in continuous quality and safety improvement activities within the workplace and notify a relevant clinical or non-clinical responsible officer when concerns exist about workplace or patient safety.
- The provision of a Healthy and Safe environment within MHHS is everyone's responsibility.
- Carry out work in accordance with prescribed practices and procedures and in a manner that will not create health and safety hazards for yourself or others in the workplace. Understand your accountability to uphold the principles and practices of the Health Service's Health and Safety Management System in accordance with legislation and industry standards. For supervisors, actively promote good health and safety practices to staff of your work area.
- Employees who are appointed to the MHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.

## Domains of Practice

### DOMAIN 1 – DIRECT COMPREHENSIVE CARE OR PROVISIONS OF DIRECT CARE

#### **Accountability and Responsibility**

- Accountable for NMBA and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated to a registered nurse/ enrolled nurse or unregulated healthcare worker.
- Accountable for delegation of activities to others and shifting accountability/coordination as allocated.

#### **Skills and Knowledge**

- Consolidate educational preparation and increase knowledge and skills while moving from beginner to experienced practitioner.

#### **Role in clinical care**

- Assess, plan, implement and evaluate nursing care in collaboration with individuals, peers and the healthcare team to achieve goals and health outcomes.
- Take a leadership role in the coordination of nursing and provision of health services across the continuum of care.



- Make appropriate referral to, and consult with peers, other relevant health professionals, service providers, and community and support services.

## DOMAIN 2 – SUPPORT OF SYSTEMS

### ***Policies, protocols, guidelines and standards***

- Participate in developing, reviewing and evaluating clinical/nursing standards, guidelines, protocols, pathways, procedures, standards and systems of work.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the organisation.

### ***Quality/Safety/Risk management***

- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in incident investigation and quality improvements to promote safe and/or rectify unsafe practice.

### ***Mentorship/Reporting lines***

- Provide support, guidance, preceptorship, supervision and mentoring to healthcare team as appropriate.
- Delegate to and supervise enrolled nurses and students consistent with the NMBA decision making framework and registered nurse standards for practice.

### ***Management***

- Depending on service size/location may take on the role of team leader and/or shift coordinator, commensurate with the level of competence.

## DOMAIN 3 – EDUCATION

- Contribute to quality healthcare through lifelong learning and professional development of herself/himself and others.
- Provide health promotion and education to recipients of healthcare services and carers.
- Support nursing practice and learning experiences by providing in-service teaching, orientation and preceptorship for the nursing team.

## DOMAIN 4 – RESEARCH

- Participate in evaluative and local action research activities.
- Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services.

## DOMAIN 5 – PROFESSIONAL LEADERSHIP

- Provide clinical leadership for professional and clinical practice.
- Collaborate in clinical and organisational governance.
- Proactively engage with the clinical nurse and others to achieve best practice outcomes within the work environment.

## Mandatory qualifications / Professional registration / Other requirements

- **Qualification:** Bachelor of Nursing/Midwifery or equivalent certification relevant to the position is mandatory.
- **Professional Registration:** Possession and Maintenance of Registration as a Registered Nurse/Midwife with the Australian Health Practitioner Regulation Agency (AHPRA) is mandatory for this role.
- **Post-Graduate Experience:** Minimum of one-year post-graduate experience is mandatory for this role.

- **Supporting Documentation:** For the purposes of Criminal History checking, applicants must provide copies of any identification documents that are requested by the hiring manager during the recruitment process. In addition, applicants must provide copies of any qualification, registration and/or licence documents that are requested by the hiring manager. All requested documents must be certified by a Justice of the Peace or a Commissioner for Declarations.
- **Criminal History Clearance – Aged Care:** Possession of a current National Police Certificate from the Queensland Police Service is mandatory. If a current National Police Certificate is not held by the applicant, they **cannot commencement duty** with the MHHS until this is obtained. MHHS will meet the cost of and facilitate obtaining this check for the applicant.
- **Shift Work:** Appointees are required to work all shifts in accordance with unit roster. The role covers all shifts in a unit which operates 24 hours of a day, 7 days a week.
- **Licence to Operate Vehicle:** The incumbent may be required to operate a class C motor vehicle, therefore possession of the appropriate licence endorsement to operate this type of vehicle is required.
- **Travel:** The incumbent may be required to travel throughout the MHHS district.
- **Vaccination Requirements (Vaccine Preventable Diseases):** It is a mandatory condition of employment for this role for the incumbent to be, and remain, vaccinated against Measles, Mumps, Rubella, Varicella (chicken pox), Pertussis (whooping cough) and Hepatitis B. This is a requirement of the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines. Employees that were engaged with the MHHS prior to 1 July 2016, with no break in service, 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). Evidence of vaccination will be required prior to commencement.

## 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, the ideal applicant will be someone who can demonstrate the following:

### Clinical Skills

- Demonstrates sound clinical evidence-based skill and knowledge in area of practice and setting.
- Practices within the Nursing and Midwifery Board competency domains for a registered nurse.

### Professional Commitment

- Demonstrates personal and professional accountability for adherence to the Code of Conduct for the Queensland Public Service.
- Committed to fostering the reputation and meeting organisational goals of the MHHS.
- Demonstrated ability to adapt to change.

### Teamwork Skills

- Maintains effective and respectful working relationships with colleagues and provides leadership as appropriate.
- Ability to employ negotiating skills to avoid conflict in the workplace to enhance cooperative workplace interactions.

### Communication

- Demonstrates ability to communicate relevant, prompt and accurate information in all methods of communication.

- Demonstrates an ability to establish and maintain skills in interpersonal and therapeutic relationships with health consumers.

### Service to Patients/Clients

- Committed to the delivery of high-quality care and service.

## Your application

Please provide the following information to the Selection Panel to assess your suitability:

- **A short response/cover letter:** Document should be a maximum of 2 pages and outlines how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes in the 'How you will be assessed' section above.
- **Your current CV or resume:** Document that includes names and contact details of two 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 or past supervisor.

## Additional information

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- **Recruitment Agency Submissions:** Only applications from candidates will be accepted; applications that may result in an agency fee will not be considered.
- **Future Vacancies:** Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** 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.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Child Abuse/Neglect:** 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.
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment:  
<https://www.forgov.qld.gov.au/documents/policy/lobbyist-disclosure>
- **Disclosure of Pre-Existing Illness:** 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*:  
<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027>
- **Smoke-free Healthcare:** In accordance with Government requirements and Queensland Health's commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program Quit Smoking for Life Program.

- **Quantitative Fit Testing of P2/N95 Masks:** As part of the ongoing response to COVID-19, the MHHS has implemented a respiratory protection program with procedures and processes for conducting fit testing of P2/N95 masks for relevant healthcare workers.

## Your employer – Mackay Hospital and Health Service

### Our values

The Mackay Hospital and Health Service (MHHS) provides a working environment which embraces professional development, builds capabilities, provides roles with variety and flexibility, supports staff to maximise their health and wellbeing and encourages work/life balance. To support that the MHHS is regarded as an employer of choice, staff have been consulted and selected four values they strive to demonstrate in their daily activities:



Through partnerships and co-operation, we drive innovation



Having confidence and belief in each other to be able to rely and depend on our actions



We show respect and compassion for the people we care for and work with



We depend on and support one another individually and as a team

*There is an expectation of each employee, by their colleagues, manager and the Executive, to exhibit values-based behaviours in the completion of all their tasks.*

### About the Mackay Hospital and Health Service

The MHHS is a contemporary organisation providing extensive health services in a range of regional, community and rural settings, to a population of around 182,000 people. Our region covers Sarina in the south, Clermont in the west, and Bowen and the Whitsunday Islands in the northeast, which is an area of approximately 90,000km<sup>2</sup>.

The MHHS has six hospitals, two multi-purpose health services and four community health centres that employs more than 3,700 staff. The Mackay Base Hospital is the referral hospital for our region and is one of the most modern healthcare facilities in Queensland. It is a state-of-the-art facility equipped with leading edge technology to assist us in providing the highest level of care to our patients and their families.

Our staff are passionate about community engagement and delivering outstanding healthcare services to the communities throughout our diverse region. Our Vision is to deliver Queensland's Best Rural and Regional Health Care, and our Purpose is to deliver outstanding health care services to our communities through our people and partners.

The MHHS respectfully acknowledges the Traditional Custodians of the land and sea on which we serve our communities, and pay our respect to Elders past, present and emerging. We also declare our commitment to reducing inequalities in health outcomes for Aboriginal and Torres Strait Islander peoples as we move to a



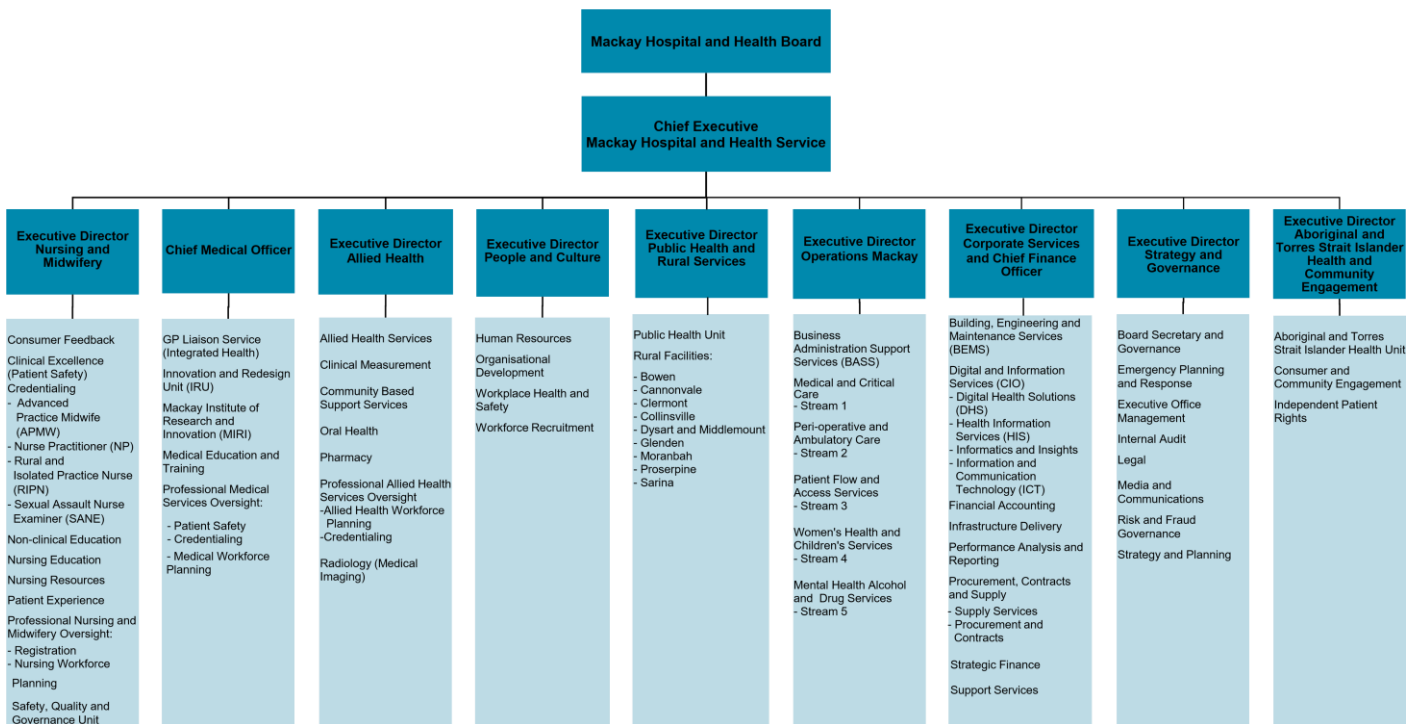
place of equity, justice and partnership together. We strongly encourage Aboriginal and Torres Strait Islander peoples to apply for all advertised positions.

The MHHS values its people, respecting and embracing diversity and a balance between work and life commitments. People of all ages, abilities, gender and ethnicity are encouraged to apply for positions.

Working for the MHHS offers all the benefits of coast and country living and the convenience of a growing regional city where you can pursue a wide range of interests and lifestyles in a secure, family friendly and culturally diverse environment. We throw in eclectic cafes, restaurants and bars, quirky festivals and an arty and interesting community to make this a great place for those looking to escape the craziness of the city and try life at a different pace.

Visit: <http://www.mackay.health.qld.gov.au/>.

## Organisational chart



Last updated March 2024