

Role Description

Job ad reference	SC552046	Closing date	Wednesday, 31 July 2024
Role title	Enrolled Nurse – EOI	Classification	Nurse Grade 3
Status	Permanent / Temporary Full Time and Part Time	Salary	\$71,234 - \$75,602 p.a. (Full time) \$35.92 - \$38.12 p.h (Part time)
Unit/Branch	Multiple Departments	Contact name	Centralised Nursing Recruitment
Division/Hospital	Sunshine Coast Hospital and Health Service	Contact number	1300 150 360
Location	<p>Various locations across the Hospital and Health Service Service delivery may require this role to work across other locations within the Sunshine Coast Hospital and Health Service (SCHHS).</p> <p>Future vacancies across the SCHHS of a permanent or temporary, full time or part time nature may also be filled through this advertisement, for up to 12 months.</p>		

Your opportunity

The Enrolled Nurse provides person centred nursing care within a dynamic health environment based on the Nursing and Midwifery Board of Australia - Standard of Practice: Enrolled Nurse. The EN practices under the direct or indirect supervision of a Registered Nurse/Midwife, assisting with the provisions of care as delegated.

Sunshine Coast Hospital and Health Service (SCHHS) is in southeast Queensland and extends through the coastal and hinterland areas from Caloundra in the south to Gympie in the north.

Centralised Nursing Recruitment is currently seeking Enrolled Nurse to progress to our nursing talent pipeline, who will be referred to the following areas:

- Surgery and Critical Care: Outpatients, Extended Day Surgery
- Gympie Hospital: Operating Room Suites, Ambulatory Care
- Maleny soldiers Memorial hospital
- Medical Services: Palliative Care, Acute Rehabilitation Unit and Acute and Restorative Care
- Mental Health and Specialised Services: Older Person Inpatient Unit

Your role

A Nurse Grade 3 is an Enrolled Nurse who supports a registered nurse/registered midwife in the provision of patient centred care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation and context of care.



Autonomy

- Practises under the direct or indirect supervision of a registered nurse/registered midwife assisting with the care of recipients of healthcare services as delegated by the registered nurse/registered midwife.
- Seeks assistance and support in decision making from a registered nurse/registered midwife.

Your key responsibilities

- Adhere to defined service quality standards, health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.
- Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) – State 2015 – Generic Level Statements Nurse Grade 3 and the Queensland Public Service values.
- Understand your broad responsibilities 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.
- Practice in accordance with code of ethics, professional standards and legislation affecting nursing practice by maintaining current knowledge and competence within scope of position.
- 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.
- Fulfil the responsibilities of this role in accordance with Queensland Public Service Values.

Domains of Practice**Domain 1: Direct comprehensive care or provision of direct care***Accountability and Responsibility*

- Accountable for NMBA and own standards, actions and the outcomes of own nursing/midwifery practice and supervision of unregulated healthcare workers.
- Provide direct and indirect care, engage in reflective and analytical practice and demonstrate professional and collaborative practice.

Skills and Knowledge

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

Role in clinical care

- Collaborate and consult with healthcare recipients, their families and community as well as registered nurses/registered midwives and other health professionals, to plan, implement and evaluate nursing care.

Domain 2: Support of Systems*Policies, protocols, guidelines and standards*

- 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.
- Engage in incident reporting and participate in quality improvement activities to promote safe and /or rectify unsafe practice.

Mentorship/Reporting lines

- Participate with other members of the healthcare team in providing support and mentorship to new and less experienced staff.

Domain 3: Education

- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Provide health promotion and education to recipients of healthcare services and carers.

Domain 4: Research

- Participate as appropriate in evaluative and local action research activities.
- Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services as delegated by the registered nurse/registered midwife.

Domain 5: Professional Leadership

- Collaborate with the registered nurse/registered midwife in clinical and organisational governance.
- Under the guidance of the registered nurse/registered midwife work to achieve best practice outcomes within the work unit environment.

Your employer - Sunshine Coast Hospital and Health Service

Sunshine Coast Hospital and Health Service (SCHHS) is in southeast Queensland and extends through the coastal and hinterland areas from Caloundra in the south to Gympie in the north.

The SCHHS provides healthcare to a rapidly growing population. There has been significant investment in services over the past few years, in particular the establishment of the Sunshine Coast University Hospital and the Nambour General Hospital redevelopment. The SCHHS also delivers services through hospitals in Gympie, Caloundra and Maleny. In addition, the SCHHS operates a residential aged care facility in Nambour and provides community health services and community mental health services through a range of stand-alone facilities located across the Sunshine Coast region.

SCHHS is a dynamic health service provider that delivers high-quality cost-effective, innovative healthcare in collaboration with our communities and partners. Sunshine Coast Health is committed to providing an inclusive service, and work environment where individuals feel safe, accepted, affirmed and celebrated. The wellbeing of our employees is paramount. We are committed to building capacity in diversity, embedding workforce inclusion and equity irrespective of cultural or linguistic background, sexual orientation and gender identity (LGBTIQ+), religion or spiritual beliefs, socio-economic status,

age or abilities. We value diversity and are committed to creating a supportive and inclusive workplace where everyone belongs. To connect with our Diversity and Inclusion network employees email us at sc-diversity-inclusion@health.qld.gov.au

Our values

The SCHHS is a values-based organisation. We are committed to the maintenance of a culture in which we treat our colleagues with respect as we do our patients, consumers and the community. We respect, protect and promote human rights in our decision-making and actions.



Integrity:

we are respectful, trustworthy, equitable and honest in everything we do.



Accountability:

we take responsibility for our performance and behaviours and celebrate our achievements.



Compassion:

we respect others, act with kindness, encourage and take time to listen to others.



innovation:

we embrace change and strive to know more, learn more and do better.

Mandatory qualifications / Professional registration / Other requirements

This position requires:

- This position requires you to adhere to *National Safety and Quality Health Service (NSQHS) Standards* and the [SCHHS Safe Care Framework](#), which has been developed in collaboration with staff, consumers and key stakeholders to enable the SCHHS vision of Health and wellbeing through person-centred care and sets clear expectations of staff responsibilities regarding safe care.
- Possession of the required qualification from a registered tertiary institution.
- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) and possession of a current annual licence certificate is mandatory. Certified copies of the required qualification must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- This position may require you to work continuous shift rotations and weekend work as per departmental business requirements.
- The position may involve travel to various facilities within the Sunshine Coast Hospital and Health Service.
- Aged care check - Potential applicants are advised that the *Aged Care Act 1997* requires Queensland Health employees and volunteers of aged care services to have a current National Police Certificate. Queensland Health will facilitate the applicants obtaining the above check. Aged care check
- Employees of the Sunshine Coast Hospital and Health Service (SCHHS) have an obligation under the Public Health Act 2005 s.151(1) to take reasonable precautions and care to minimise risk of infection to other persons.

Hepatitis B vaccination or proof that an individual is not susceptible to hepatitis B is a condition of employment for all Queensland Health employees (existing and new) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps. Failure to comply with this mandatory requirement will lead to disciplinary action.

It is a condition of employment for this role for the employee to be, and remain, vaccinated/immune against the following Vaccine Preventable Diseases (VPD) during their employment: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis A. A VPD Evidence Form must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

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 Hospital and Health Service (HHS) to another HHS, Department to a HHS, or HHS to Department).

*Refer to Queensland Health CHRISP Guideline, Vaccination of Health Care Workers for a full explanation of staff vaccination requirements and categorisation of roles.

- Staff that enter clinical areas (e.g. inpatient units, outpatient units, procedural suites) and/or undertake direct contact with patients or a patient's environment or working in areas where there is an infection control risk (e.g. food handling areas) must be bare below the elbows at all times whilst in these areas. Failure to comply with this mandatory requirement may lead to disciplinary action.

*Refer to the SCHHS Procedure: Uniforms, dress standards and personal presentation.

- 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

Your application will need to demonstrate suitability to this role and you will be assessed by matching your qualifications, professional knowledge, skills, experience and attributes to be able to perform the key responsibilities and domains of practice relevant to this role in its particular field.

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 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/immediate/past supervisor.
- Cover letter summarising your suitability for the role.

How to apply

- Your application should be submitted online <https://smartjobs.qld.gov.au> by the closing date.
- Hand delivered applications will not be accepted.
- Late applications cannot be submitted online. For a late application to be considered approval can be sought via the contact officer.

- If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13QGOV (13 74 68).

Additional information

- Applications will remain current for 12 months. If the duration of the vacancy is less than 12 months applications will remain current for vacancy duration.
- 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 that involve children will require a blue card, unless otherwise exempt.
- Employees who are appointed to the SCHHS may be required to undertake a period of probation appropriate to the appointment.
- Employees who are appointed to the SCHHS are to maintain and manage all information in accordance with legislation, standards, policies and procedures.
- 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.
- 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.
- Applicants will be required to give a statement of their employment as a lobbyist, as per the [Lobbyist Disclosure Policy 2010](#) within one month of taking up the appointment.
- 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](#)
- Only applications from candidates will be accepted; applications that may result in an agency fee will not be considered.

Organisational Chart



Sunshine Coast Hospital and Health Service acknowledge the Traditional Owners of the land, and pays respect to Elders past, present and future.

Sunshine Coast
Hospital and Health Service



Queensland
Government