



# Clinical Nurse Consultant Quality & Safety

<b>Job Ad Reference:</b>	MS07575993		
<b>Status:</b>	Fixed Term Temporary Full-time (4 months contract - Immediate start)		
<b>Unit/Department:</b>	Internal Medicine Service Line		
<b>Location:</b>	Logan Hospital, Meadowbrook, Metro South Health		
<b>Contact:</b>	Karen Webster (07) 3299 8636	<b>Salary range:</b>	\$5081.70 to \$5516.60 per fortnight
<b>Classification:</b>	Nurse Grade 7	<b>Closing date:</b>	Wednesday, 17 July 2024
<b>Online applications:</b>	<a href="https://metrosouth.health.qld.gov.au/job-vacancies">https://metrosouth.health.qld.gov.au/job-vacancies</a>		

\*Applications from third parties will not be accepted\*\*

## Our Vision

Together we will create Australia's healthiest community.

## Our Purpose

Better Lives through better health.

## Our Objectives

- Our people are our success.
- We improve health equity for our community.
- Harnessing digital health to improve access, insights and results.
- Our care delivers great experiences and great outcomes.
- Research and innovation, improving the future of healthcare today.
- Protecting our future through sustainability.

## Our Values:

**Our values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence**, shape our culture within Metro South Health. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



**INTEGRITY**

We are authentic, truthful, and transparent, and strive for equity for all.



**COMPASSION**

We care for one another and ourselves with empathy, kindness and support.



**ACCOUNTABILITY**

We are accountable for our decisions, actions and behaviour.



**RESPECT**

We foster an environment of safety, civility, and inclusion.



**ENGAGEMENT**

We are one team working together to achieve our best outcomes.



**EXCELLENCE**

We empower each other and inspire innovation to deliver excellence.

## Unit Profile

Logan Hospital offers the following health services:

- Surgery specialities including general, oral, orthopaedic, maxillofacial, ear nose and throat, intensive care, anaesthetics.
- Medical units including general, emergency, respiratory, cardiology/coronary care, gastroenterology, renal, rehabilitation, palliative care.
- Women's and Children's services including general paediatrics, special care nursery, obstetrics, and gynaecology.
- Acute mental health care including both adults and adolescents.

## Purpose of the Role

The purpose of this role is to provide clinical expertise and consultancy through advanced clinical leadership relevant to quality management. The Clinical Nurse Consultant (CNC), Quality will have advanced management and leadership skills, to support the clinical units and wider multidisciplinary health care team in provision of safe quality healthcare through exemplary clinical standards of practice.

They will provide coordination and guidance, supporting operational and strategic departmental goals, assisting the clinical units in obtaining benchmarks, maintaining standards, demonstrating evidence, and optimising patient/divisional outcomes.

## 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 multi-disciplinary stakeholders.
- Responsible for enacting strategies that support a work-based culture that promotes and supports education, learning, research and workforce development.

## Context

- This role reports professionally to the Nursing Director Internal Medicine Service Line.
- This role reports operationally to the Nursing Director Internal Medicine Service Line and the Director of Clinical Governance, Logan, and Beaudesert Health Service.
- This role has no direct line responsibility for staff, and no direct budget responsibilities.

## Your Key Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health) Award - State 2015 – Generic Level Statements (GLS) Nurse Grade 7 and the Queensland Health and Metro South Health (MSH) commitments and values, in achievement of the organisational goals and Domains of Practice.

### Domain 1: Direct comprehensive care or provision of direct care

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of own nursing practice, professional/clinical advice given and for all delegated activities.
- Responsible for providing safe, compassionate care, integrating the nursing and midwifery Professional Practice Model, quality frameworks (Magnet® or Pathway to Excellence®) and Person-Centred Care approaches of caring for each patient's psychological, social, emotional, spiritual, and physical care needs. This supports achievement of best clinical practice and individualised patient care and outcomes.
- Responsible for clinical leadership for Internal Medicine Service Line services through the application of advanced clinical knowledge, skills and competency according to contemporary practice and standards of care.
- Maintain high level of interpersonal and negotiation skills to inform and train the healthcare team of clinical practice updates and research findings within Internal Medicine Service Line area.
- Utilise advanced clinical skills and expertise to support nurses in patient care planning, delivery and education.
- Collaborate and supports NUM, CNC and the healthcare team to deliver safe clinical practice in alignment with organisation goals and unit priorities.

- Responsible for the content expertise for Internal Medicine Service Line specialty to provide the highest standards of safe quality care and clinical nursing practice to meet the requirements for person centred care.
- Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement in the provision of contemporary nursing practice.
- Provide expert person-centred practice in the provision of direct and indirect patient care across the care continuum.
- Accountable for delivery of contemporary nursing practice, patient outcomes and the achievement of associated service performance targets/indicators within the Internal Medicine Service Line speciality.
- Work collaboratively with peers and others to create team cohesion and a positive practice environment that achieves best practice outcomes for patients and/or service.
- Ensure the practice of self and others is in accordance with any relevant Code of Ethics, professional standards and legislation affecting clinical practice by maintaining current knowledge and competence within scope of position.
- Consult with and provide expert nursing advice to achieve integrated care within health services across the continuum of care.
- Responsible for providing clinical consultancy to patients, carers and staff relevant to Internal Medicine Service Line speciality.
- Provide expert assessment to inform clinical care planning and delivers advanced nursing practice to improve patient care outcomes.
- Undertake the responsibilities assigned to the Registered Nurse in the Medicines and Poisons (Medicines) Amendment Regulation 2024. Responsibilities may include the following areas:
  - Schedule 8 Safe Establisher
  - Schedule 8 Safe Manager
  - Medicines Store Establisher
  - Medicines Store Manager

## **Domain 2: Support of Systems**

- Collaborate with the Nurse Unit Manager, Nurse Educator and other members of the health care team to develop, implement, translate and evaluate clinical practice standard guidelines, policies, procedures and protocols using an evidence-based approach to clinical care and practice.
- Participate in the strategic development of a work-based culture that promotes contemporary evidence-based practice through education, learning, research and workforce development.
- Participate in and manage the performance and development planning of self and staff reporting to the position.
- Lead change and clinical redesign activities through service-wide quality and service improvement activities and the development of best practice IT support solutions.
- Role model and lead the provision of safe quality care and practice in meeting the National Safety and Quality Healthcare Standards and other standards for healthcare including benchmarking.
- Responsible for the implementation of a quality and risk management framework to improve quality of care and work environment.
- Coordinate mentoring, preceptorship, role modelling and promote the value of nursing within the multidisciplinary team in Internal Medicine Service Line.
- Participate in innovation and monitor and report on the impact of change within the position and service.
- Ensure understanding of and alignment to Business Planning Framework (BPF) resource utilisation and fiscal accountability.
- Responsible for completing required documentation and becoming a proficient user of the Electronic Medical Record (EMR) and other Information Technology systems; once proficient remain current with changes, updates and contingencies.
- Responsible for maintaining access and confidentiality always incorporating technology with compassionate nursing care to achieve a patient centred practice.

## **Domain 3: Education**

- Provide patient and staff education, leadership within their expertise and act as a clinical resource, mentor, role model, and technical expert within the health care team environment.
- Provide clinical supervision, coaching, mentoring and formal education by coordinating with units and contributing to other educational programs as required.

- Provide education to promote innovation specific to healthcare trends, and to promote patient and service outcomes within the scope of their position.

#### Domain 4: Research

- Work closely with research partners to identify opportunities for research to inform practice change and quality improvements in clinical practice.
- Lead, engage and encourage quality initiatives utilising evidence-based practice and research projects to improve patient outcomes.

#### Domain 5: Professional Leadership

- Participate and lead innovation and change to develop responses to address emerging service needs.
- Utilise advanced, effective communication, negotiation skills and influence the culture towards a common vision, direction and ethical framework.
- Maintain a contemporary knowledge of services at MSH and state level through continuous environmental scanning and clinical redesign to ensure community priorities are addressed using the best available evidence.

### Mandatory qualifications, professional registration and other requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse (RN). Certified copies of the required information must be provided to the appropriate supervision/manager prior to the commencement of employment.
- Whilst not mandatory, Bachelor of Nursing/Midwifery would be well regarded in line with the Australian Qualification Framework and Magnet®/Pathway to Excellence® principles.
- A post graduate qualification or currently enrolled in a post graduate program in a relevant area of study is highly desirable.
- 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](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- All employees are required to complete mandatory training and competencies in accordance with MSH policies and procedures.

### How will you be assessed?

Applicants will be assessed on their ability to demonstrate a range of key personal qualities, capabilities, experience and knowledge within the context of the role's responsibilities of the Domains of Practice and specialist clinical knowledge:

<b>Domain 1: Direct comprehensive care or provision of direct care</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate a high standard of clinical person-centred care. Accountable for own competence and clinical knowledge; utilises effective assessment, planning and implementation skills to deliver and evaluate safe, quality person centred care including critical thinking and decision making.</li> </ul>
<b>Domain 2: Supports of Systems</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate knowledge of commitment to quality processes including policies, guidelines and evidence-based practices. Participate in incident management resulting in patient safety and quality improvements.</li> </ul>
<b>Domain 3: Education</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate ongoing learning and professional development to provide safe, quality person centred care including health education to patients and others.</li> </ul>
<b>Domain 4: Research</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate the application of evidence-based guidelines to achieve positive patient outcomes and identify areas of improvement.</li> </ul>
<b>Domain 5: Professional Leadership</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate clinical leadership in the coordination and provision of patient centred care and best practice outcomes.</li> <li>▪ Demonstrate collaborative teamwork and decision making, empathy, integrity and respect for all patients, carers and staff.</li> </ul>

<p><b>Clinical/Specialist/Technical Knowledge</b></p>	<ul style="list-style-type: none"> <li>▪ Demonstrate advanced knowledge, skills and competence in medical nursing practice and theory; linking care to key objectives and performance indicators.</li> <li>▪ Experience in achieving key performance indicators and specialist standards.</li> <li>▪ Acquire knowledge and skills to support the division in continuous quality improvement.</li> <li>▪ Provide collaboration and engagement in reflective practice that positively impacts patient's outcomes.</li> <li>▪ Promote practice that is evidence based and continually monitors and evaluates activity in the Internal Medicine Service Line.</li> <li>▪ Proven ability to coach and maintain an effective nursing team that works collaboratively with colleagues, patients, and their carer's.</li> <li>▪ Ability to integrate the strategic direction and priorities for quality improvement into the clinical service, establishing a quality framework.</li> <li>▪ Work with integrity and commitment to patient, division, and organisation goals.</li> <li>▪ Identify, select, implement, and evaluate more complex nursing interventions.</li> <li>▪ Coach staff to provide appropriate education considering the patient goals, health care needs and environmental factors and tailoring education to suit these needs.</li> <li>▪ Provide collaborative care and engaging in reflective practice that positively impacts patient's outcomes.</li> <li>▪ Ability to integrate the strategic direction and priorities for quality improvement into the clinical service, establishing a quality framework.</li> <li>▪ Direct practice that is evidence based and continually monitors and evaluates nursing activity in the Internal Medicine Service Line.</li> <li>▪ Ensure dissemination of information following appropriate governance structures.</li> </ul>
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## How to Apply

### Please provide:

- **A written response** (maximum 1–2 pages, dot points acceptable) on how your personal qualities, capabilities, experience and knowledge will enable you to achieve the key behaviours and responsibilities of the Domains of practice and Specialist Clinical Care and specialist clinical knowledge.
- **Your current CV or resume, including two 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 one should be 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 receive notification of an interview**, please bring the following documentation as it is required to expedite the employment process if needed (do not send this information with your application):
  - Current passport or birth certificate and Australian driver licence/Australian student photo ID/Proof of age card
  - Australian driver licence, Australian student photo ID card, proof of age card, Australian citizenship certificate, Medicare card or utility bill, Blue Card working with children check (provide two if not included above)
  - Proof of qualifications and/or proof of any current enrolments
  - Any vaccination evidence (if applicable)
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.

- Applications will remain current for 12 months or for the duration of the vacancy. Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- 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](#).

## We are Metro South Health

We are the major public healthcare provider for Brisbane's south side, Logan, Redlands and the Scenic Rim. We operate five major hospitals and a range of community, specialty and state-wide healthcare services. We are renowned for teaching and research excellence.

We are truly dedicated people who care about our community. We come to work to make a difference. We save lives, changes lives and make the world a better place. We overcome the many challenges that come our way by going above and beyond and achieve the best possible outcomes by working together. We are bold, innovative, collaborative, inspiring.

We are part of and proud of the community we serve. We are *better together*.

## Person Centred Care

Metro South Health is committed to providing Person-Centred Care. Our patients and their families are important members of the healthcare team to ensure care matches their values, preferences and goals. Our patients, families and community are also key partners in the development and implementation of high-quality services. MSH aims to continually improve the quality and safety of its health services through partnerships with patients, families and consumers.

## Professional Excellence Programs

Magnet Recognition and Pathway to Excellence Designation are credentials attained by healthcare organisations that epitomise exceptional quality and professionalism, promote positive work environments, support lifelong learning, and deliver safe quality care. Achieving Magnet Recognition or Pathway to Excellence Designation ultimately recognises our valuable nurses and midwives, the highest quality of care they deliver, the support they receive, opportunities available, the team environment, commitment and spirit that we are extremely proud of.

Metro South Health proudly holds Magnet Recognition at the Princess Alexandra Hospital and Pathway to Excellence Designation at QEII Hospital and Addiction and Mental Health Services.



## Diversity and inclusion

We are the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. Our employees proudly reflect the community in which they work. At Metro South Health 20.5% of staff identify as coming from non-English speaking backgrounds.

Having a workforce that reflects and understands the needs and expectations of our community is important to delivering safe, kinder, and more inclusive care.

We recognise our strength comes from the diversity of our people and so we encourage people of all genders, ethnicities, ages, abilities, languages, sexual orientation and family responsibilities to apply.

We are committed to creating a diverse and inclusive workplace for our people and our community.

## Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

## Important Information for Nursing Applicants

### Employer Responsibilities

- The *Public Sector Act 2022* [Public Sector Act 2022 - Queensland Legislation - Queensland Government](#) provides pre-employment screening including:
  - Criminal history check
  - Discipline history checks

These 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. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

- The *Public Sector Act 2022* also provides that no civil liability attaches to a public service employee in relation to their official powers and functions – liability instead attaches to the State. Nursing employees should, when acting within the scope of their duties and functions, be entitled to protection from the State in relation to legal proceedings taken against them with indemnity.

### Employee Responsibilities

- All relevant health professionals are responsible for the maintenance of their capacity and capability in the provision of health care and their reporting obligations and to comply with the [Code of conduct for nurses and Code of conduct for midwives \(the codes\)](#).
- All employees are to comply with the Code of Conduct for Queensland Public Service. Click on the link: <https://www.forgov.qld.gov.au/code-conduct-queensland-public-service>
- Applicants are required to disclose any pre-existing injury or medical condition which may impact on their ability to perform the role as per section 571 of the *Workers' Compensation and Rehabilitation Act 2003*. [Workers Compensation and Rehabilitation Act 2003 \(legislation.qld.gov.au\)](#) refer to pages 463 & 464.
- Employees who are permanently appointed or who are employed on fixed term contracts to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All Queensland Health staff, who in the course of their duties formulate a reasonable suspicion that a child has suffered, is suffering, or is at unacceptable risk of suffering significant harm in their home/community environment and may not have a parent able and willing to protect the child from harm, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Child Safety, Seniors and Disability.
- Appointees are required to complete annual mandatory training requirements as per your line managers instructions.
- Staff that enter clinical areas and/or undertake direct contact with patient's or their environment or are working in areas where there is an infection control risk must be bare below the elbows. Failure to comply with this mandatory requirement may lead to disciplinary action. [Bare below the elbows | Queensland Health](#)
- To be appointed you must be an Australian citizen, or have permanent residency status in Australia, or a New Zealand citizen who has entered Australia on a valid New Zealand passport, or a non-Australian citizen holding a valid visa with work rights.
- Refer to MSH Procedure: Uniforms, dress standards and personal presentation. Employees are required to abide by this procedure.
- All MSH employees are required to take reasonable care of their own health and safety. This includes completing all necessary Work Health & Safety (WH&S) training, working in accordance with MSH WH&S Policy & Procedures, reporting WH&S incidents and assisting with the completion of risk assessments.
- Staff will store their mobile phone with their other belongings unless it is required for clinical decision-making.

