



Role Description

Job ad reference	SC575996	Closing date	Wednesday, 17 July 2024
Role title	Registered Nurse – Surgical Talent Pool	Classification	Nurse Grade 5
Status	Permanent and Fixed Term Temporary Full Time/Part Time positions Hours to be discussed	Salary	\$41.73 - \$53.53 p.h. (P/T) \$3,171.90 - \$4,068.50 p.f. (F/T)
Unit/Branch	Surgery and Critical Care	Contact name	Based Grade Nursing Recruitment
Division/Hospital	Sunshine Coast Hospital and Health Service	Contact number	1300 150 360 – option 3
Location	Sunshine Coast University Hospital, Birtinya Service delivery may require this role to work across other locations within the Sunshine Coast Hospital and Health Service (SCHHS). 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.		

Your opportunity

Surgical and Critical Care Directorate coordinates and provides expert surgical services for patients across the SCHHS. This includes a comprehensive Elective Surgery Program plus a 24 hour a day, 7 day a week emergency surgical and obstetric response service. This is supported by Ambulatory and In-patient Care Services and for more critical situations a dynamic Intensive Care Service that supports adult and paediatric patients.

The Nursing Talent Pipeline is designed to streamline the process of attracting nursing professionals of specific roles, catering to both temporary and permanent vacancies within SCHHS. As a part of this recruitment process, candidates may expect to engage in online assessments, interviews, and the submission of additional documentation to evaluate their suitability for employment. Upon successful completion, candidates will be considered for employment opportunities that align with their skills, work location, and availability, ensuring a tailored match for both the organisation and the individual.

The Registered Nurse (RN) leads and delivers person centred nursing care within a dynamic health environment based on the Nursing and Midwifery Board of Australia – Registered Nurse Standards of Practice. Roles within this level consolidate comprehensive educational preparation as the nurse moves from novice to proficient practitioner and exercises greater levels of autonomy and professional judgement in the clinical setting.



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The RN acts as a leader in the coordination and delivery of nursing/midwifery care and has a wider role contributing to education, research, quality and safety in order to achieve the best patient outcomes.

Key Recruiting Areas including but not limit to

Inpatient Unit 5A – Orthopaedics

5A is an Orthopaedic ward, caring for patients both emergent and elective, through a coordinated multidisciplinary approach. This ward attends to a cohort of trauma patients, including unstable spinal fractures, presenting emergently, with complex high acuity requirements.

Inpatient Unit 4B – General Surgical

4B is a general surgical unit, caring for patients postoperatively with Colorectal and Upper Gastrointestinal Tract (GIT) as specialties emergently and electively. There is also a cohort of trauma patients presenting emergently, who are complex and have high acuity needs. Most of the patients we care for are complex and have high acuity needs present post ICU.

Intensive Care Unit

Intensive care is a referral service that provides complex critical care for adult patients. The Intensive Care Unit at SCUH has 12 adult beds with service expansion expected to grow to 20 beds by 2026 to support sub-specialities such as Cardiothoracic Surgery and Neurosurgery.

Perioperative Nursing

SCHHS Perioperative Services will provide for up to level 5 surgical services for adults and level 4 for paediatrics and adolescents (as defined in the Clinical Service Capability Framework for Public and Licensed Private Health Facilities).

Units under this service including but not limit to Operating Theatres, Central Sterilising Unit, Extended Day Surgery Unit, and Post Anaesthetic Care Unit.

Central Sterilising Unit seeks candidates who possess a Certificate III in Sterilisation Services.

Inpatient Unit 4C – General Surgical

4C aims to provide a holistic service in Vascular, Plastics, ENT (Including Head and Neck) and Ophthalmology catering to both emergent and elective patients to the population of the Sunshine Coast Health Service District.

Inpatient Unit 4D – Urology and Gynaecology

4D aims to provide care to patients who require inpatient admission with a holistic, person centred approach to Urology and Gynaecology. The service will work to proactively engage consumers to be empowered in their health care.

Surgical Decision Unit (SDU)

SDU provides initial care of surgical patients from ED's within the HHS to establish a definitive care path. SDU cares for a cohort of emergent surgical patients from all surgical specialties including trauma patients.

About the role

A Nurse Grade 5 is a Registered Nurse who:

- provides nursing services within health service settings; and



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- demonstrates competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, education preparation, relevant legislation and context of care.

Autonomy

- Practises independently and interdependently.
- Assumes accountability and responsibility for own actions and delegation of care to enrolled nurses, assistance in nursing and health care workers.
- Demonstrates evidence of increasing autonomy and exercises greater levels of professional judgement in the clinical environment as the employee moves from a beginning to an experienced practitioner.

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 5 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, professional advice given and for activities delegated to a registered nurse/registered midwife, 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 self and others.
- Provide health promotion and education to recipients of healthcare services and carers.
- Support nursing/midwifery practice and learning experiences by providing in-service teaching, orientation and preceptorship for the nursing/midwifery 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.



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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, gender identity (LGBTIQA+), 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.



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- Mandatory possession of a 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.
- While not mandatory, a relevant post-graduate qualification would be well regarded.
- This position may require you to work non-cyclical 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.
- 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). 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.

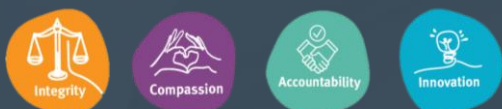
How you will be assessed

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.

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.



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- Cover letter

How to apply

- Your application should be submitted online www.schealthjobs.health.qld.gov.au by the closing date.
- Hand delivered applications will not be accepted.
- All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- 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

- 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 data quality 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.
- 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.



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Surgical & Critical Care Nursing Snr Mgt
updated – March 2024

