



Registered Nurse

Job Ad Reference:	MS07576367		
Status:	Permanent part time – 64 hours per fortnight		
Unit/Department:	Central Staffing Unit, Internal Medicine		
Location:	Logan Hospital, Metro South Health		
Contact:	Kate Nichols (07) 3299 9111	Salary range:	\$39.87 to \$53.53 per hour
Classification:	Nurse Grade 5	Closing date:	Thursday, 1 st August 2024
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

*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

The Central Staffing Unit comprises of Registered Nurses, Midwives, Enrolled Nurses, Undergraduate Students in Nursing and Assistants in Nursing. These staff are employed on a permanent or casual basis. The Central Staffing



Unit is committed to providing a high standard of Nursing and Midwifery staff to replace long term and emergent leave within the Logan and Beaudesert Hospital.

The Central Staffing Unit is Managed by the Nurse Unit Manager with support of Administration Officers and is responsible for replacement of emergent leave, workload increases, Nurse/ Midwife specials, close observations, and all requests for additional staff throughout the hospital. The Central Staffing Unit is committed to providing additional staff to the ward and unit areas to maintain legislated staff ratios and to maintain safe staff skill mix.

Purpose of the Role

The Registered Nurse (RN) in the Central Staffing Unit delivers safe compassionate clinical care; working collaboratively with the healthcare team to achieve best practice patient outcomes. The RN engages in reflective, analytical practice through effective assessment, planning, implementation and evaluation of direct person-centred care. The RN continually improves their skills and knowledge developing from graduate to highly skilled Registered Nurse.

Autonomy

- Practice independently and interdependently
- Assume accountability and responsibility for their own actions and delegation of care to Enrolled nurses, Assistants in Nursing and healthcare 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 experienced practitioner.

Context

- Reports operationally and professionally to the Central Staffing Unit Nurse Unit Manager/Line Manager.
- This role works directly with the Nursing, Allied Health and Medical staff.
- Responsible for own activities and for delegation of activities to others.
- May fulfil the role of team leader to provide and coordinate clinical care for the unit as delegated.

Your Key Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) – Generic Level Statements (GLS) Nurse Grade 5 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 advice given and for activities delegated to the Enrolled Nurse Advanced Skills (ENAS), Undergraduate Students in Nurses (USIN), Enrolled Nurse (EN) or Assistant in Nursing (AIN) consistent with the NMBA decision making framework.
- Responsible for providing safe, compassionate care, integrating the Nursing and Midwifery Services which may include 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 to achieve best clinical practice and individualised patient care and outcomes.
- Contributes to unit's philosophy of care delivery and is a high performing Nursing team member.
- Responsible for ensuring all aspects of person-centred care are met through effective assessment, planning, translating to practice, implementing and evaluation of care, in consultation with patients, families and relevant healthcare team members to achieve person centred outcomes.
- Utilises critical thinking, flexibility and time management skills to plan and prioritise person care requirements, adapt to clinical/ward changes and coordinate referrals.
- Plans and evaluate nursing/midwifery care in consultation with the healthcare team and patients/residents/consumers using effective interpersonal communication.

Domain 2: Support of Systems

- Adherence to established guidelines, protocols, procedures, standards, and systems of work as set out by the Central Staffing Unit, MSH and Department of Health, Queensland.
- Participates in developing, reviewing and evaluation clinical nursing standards guidelines, protocols, procedures

standards and systems of work.

- 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 patient centred practice.
- Ensures a safe and secure environment for patients/residents/clients and visitors utilising a contemporary quality and risk management framework including escalation of care and concerns as required.
- Supports and quickly adapts to unexpected changes to the Nursing or Midwifery Model of care e.g. team nursing due to agency/casual replacement staff.
- Supports and is involved in quality initiatives and portfolios, aligning evidence-based nursing/midwifery practice with quality frameworks including The National Safety and Quality Health Service Standards.
- Promotes quality initiatives by actively identifying areas for improvement; monitoring and assessing progress with the goal of achieving high quality patient outcomes and improving service delivery across the continuum of care.
- Participates in the development and utilisation of audit and reporting mechanisms to monitor, analyse and report on relevant quality activities.
- Demonstrates effective co-operation with staff and utilisation of unit resources to optimise unit services and compliance with Business Planning Framework.

Domain 3: Education

- Contributes to quality care through lifelong learning, preceptorship, mentorship, role modelling and shares information with peers, ENAS's, EN's, USIN's and AIN's.
- Educates, informs, counsels, and supports patients, families, carers, and residents on general and clinical information relevant to patient's care seeking expert advice as required.
- Consolidates educational preparation and responsible and motivated to continually increase knowledge and skills utilising this depth of knowledge to improve patient and ward/unit outcomes.
- Provides health promotion and education to patient and carers ensuring the information is evidence based, appropriate and fully understood.

Domain 4: Research

- Applies evidence-based guidelines to achieve positive patient care outcomes.
- Ability to transfer evidence into practice to improve unit outcomes.
- Identifies areas for clinical research and recognise its value in contributing to and striving for excellence in care and practice.
- Participates in evaluative and local action research activities as appropriate.

Domain 5: Professional Leadership

- As a nursing/midwifery clinical leader, role model best practice in clinical care
- Takes a leadership role in the establishment and maintenance of collaborative relationships with members of the HCT, utilising integrity, transparency, accountability, and negotiation.
- Supports the Nursing Leadership Team and demonstrates a strong team commitment through open communication and active participation in the development and achievement of unit and organisation goals.
- Demonstrates motivation, effective change management, self-awareness, and commitment to positively contribute to the workplace culture.

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.
- Appointees will be required to work all shifts in accordance with the unit roster.
- 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 below:

Domain 1: Direct comprehensive care or provision of direct care	<ul style="list-style-type: none"> ▪ 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.
Domain 2: Supports of Systems	<ul style="list-style-type: none"> ▪ Knowledge of and a demonstrated commitment to quality processes including policies, guidelines, and evidence-based practices. Participate in incident management resulting in patient safety and quality improvements.
Domain 3: Education	<ul style="list-style-type: none"> ▪ Demonstrate ongoing learning and professional development to provide safe, quality person centred care including health education to patients and others.
Domain 4: Research	<ul style="list-style-type: none"> ▪ Demonstrate the application of evidence-based guidelines to achieve positive patient outcomes and identify areas of improvement.
Domain 5: Professional Leadership	<ul style="list-style-type: none"> ▪ Demonstrate clinical leadership in the coordination and provision of patient centred care and best practice outcomes. ▪ Demonstrate collaborative teamwork and decision making, empathy, integrity and respect for all patients, carers and staff.
Clinical/Specialist/Technical Knowledge	<ul style="list-style-type: none"> ▪ Demonstrate depth of knowledge, skills, experience and competence as an RN in the Central Staffing Unit nursing/midwifery practice <p>Ongoing commitment to:</p> <ul style="list-style-type: none"> ▪ Acquiring clinical knowledge and skills in contemporary direct patient care. ▪ Providing collaborative care and engaging in reflective practice that positively impacts patient's outcomes. ▪ Working with integrity and commitment to patient, unit and organisation goals.

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 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.

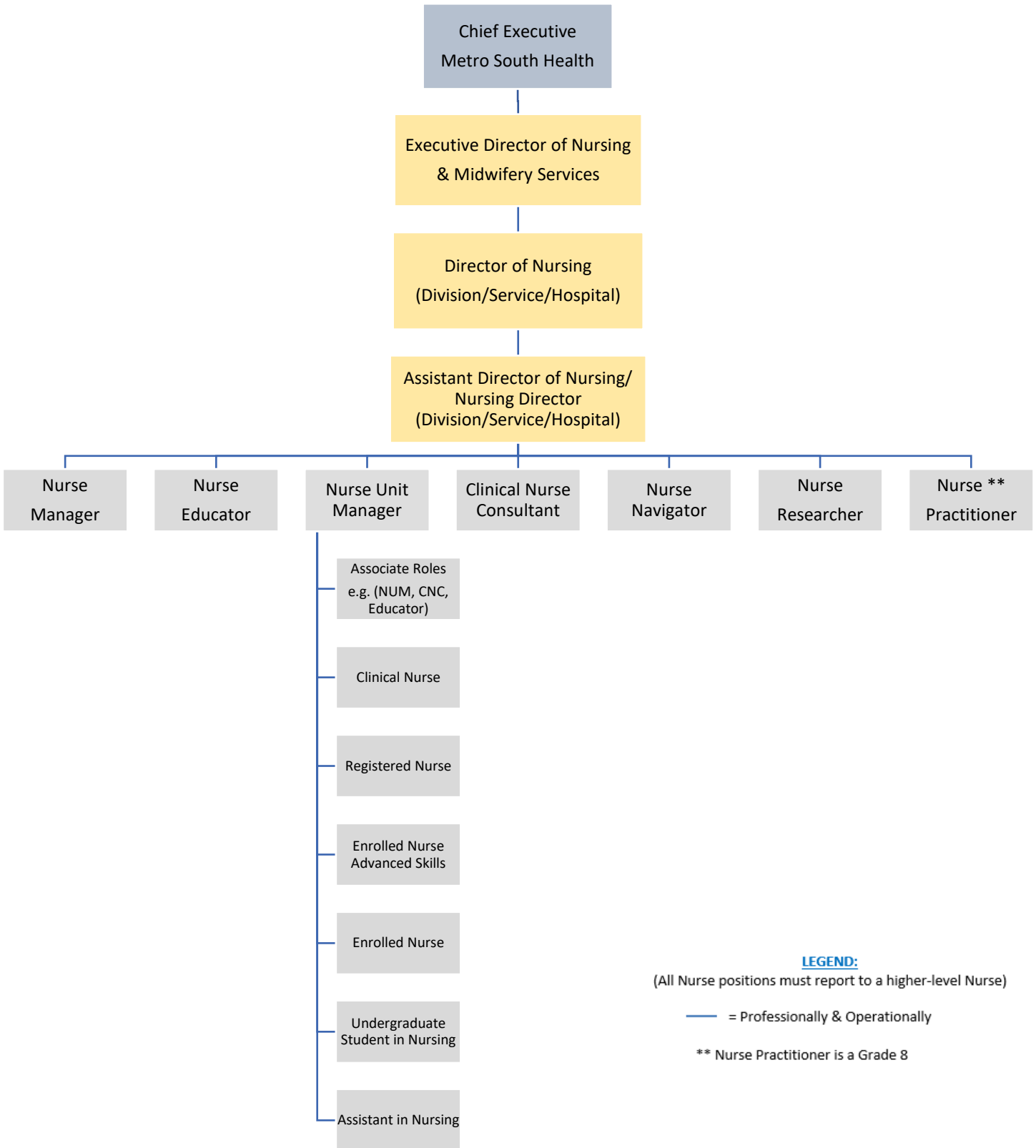
Flexible working arrangements

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

- 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>
- 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 \(the codes\)](#).
- Pre-employment screening, including criminal history, working with children check or aged care check 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. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.
- Staff will store their mobile phone with their other belongings unless it is required for clinical decision-making.
- The *Public Service Act 2008* 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. Public officers 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.
- To be appointed permanently, you must be an Australian citizen, have permanent residency status or have a visa permitting you to work permanently in Australia. For temporary appointments, you must have a visa permitting you to work for the length of the temporary appointment.

Nursing Structure (Nursing Professional and Operational Reporting)



LEGEND:

(All Nurse positions must report to a higher-level Nurse)

— = Professionally & Operationally

** Nurse Practitioner is a Grade 8