

Role description

Cairns and Hinterland Hospital and Health Service

Role details

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| Job ad reference | CAH398953 | Classification | Nurse Grade 5 |
| Role title | Registered Nurse | Contact name | Ruth Crimmins |
| Status (temp/perm) | Several Permanent Full Time and Part Time positions available, hrs negotiable | Contact number | 07 4084 1294 |
| Unit/Branch | Nursing and Midwifery Services | Closing date | Wednesday, 9 March 2022 |
| Directorate/ Hospital and Health Service | Rural and Remote Services Cairns and Hinterland Hospital and Health Service | Salary | \$70 963 - \$95 278 per annum (F/T) \$35.78 - \$48.05 per hour (P/T) <i>(plus superannuation and leave loading benefits)</i> |
| Location | Mossman Multipurpose Health Service | | |

Queensland Health's vision

By 2026 Queenslanders will be among the healthiest people in the world.

Our vision

Excellence in healthcare, wellbeing, research and education in Far North Queensland.

Our purpose

We work together, with our community, providing healthcare services to improve health and wellbeing in Far North Queensland.

More information on the strategic direction of Cairns and Hinterland Hospital and Health Service visit: <https://qheps.health.qld.gov.au/cairns/strategic-plan-2018-2022>

Please visit our website for additional information about Cairns and Hinterland Hospital and Health Service www.health.qld.gov.au/cairns_hinterland



Queensland
Government

Our values

The staff and patients at Cairns and Hinterland Hospital and Health Service have helped develop a set of shared values that guide our behaviours and decision making in our workplaces. These values underpin our daily work, the strategies of our Health Service and help deliver Queensland Health's vision.



COMPASSION

At CHHHS, we demonstrate that we care about the challenges facing our patients and colleagues by taking time to walk in their shoes. Compassion is delivered with a warm hello, a smile, by genuinely listening and following through on concerns.



ACCOUNTABILITY

At CHHHS, we value accountability at all levels as it builds trust in our organisation, our people and our services. When we live up to our responsibilities, we earn respect from the people and communities we have made a commitment to.



RESPECT

At CHHHS, we value a respectful approach to our work and care as it builds strong relationships and trust. We encourage you to treat others as you'd like to be treated.



INTEGRITY

At CHHHS, we rely on our integrity to guide us when the choice isn't an easy one to make. It ensures we are making decisions that are transparent, truthful and for the greater good of our patients, colleagues and communities.

Your employer— Cairns and Hinterland Hospital and Health Service

- The Cairns and Hinterland Hospital and Health Service strives to provide excellence in health care, wellbeing, research and education in Far North Queensland.
- The Health Service is the primary provider of health services to residents of the Cairns, Tablelands and Cassowary Coast regions with a population of over 250,000 people, as well as providing specialist services to the Torres Strait and Cape York region. Cairns Hospital is the primary referral hospital for Far North Queensland.
- We provide an extensive range of health services at more than 30 regional, rural and remote facilities across a geographical area of 142,900 square kilometres.
- The Health Service is 95 percent self-sufficient with only a small number of high-level acute services being provided in Townsville and Brisbane.
- Our staff are a part of the community we serve, and we strongly believe that health outcomes are enhanced by involving our community in the planning and evaluation of local health services.

Rural and Remote Services – Mossman Multi-Purpose Health Service

- Mossman Multipurpose Health Service is the main health care facility serving the communities of Mossman, Port Douglas and the Daintree. The facility consists of an inpatient ward, 24hr Emergency department and residential aged care, as well as a suite of community and outpatient services.
- The inpatient ward consists of 17 acute care beds including a mixture of observations beds, single rooms and general ward areas.
- The residential aged care unit has 8 beds to accommodate the people of the Mossman area.
- The ED is newly redeveloped, which has increased the capacity and capability of the unit and improved the patient journey.
- The facility is staffed with Nursing and Medical professionals 24 hours per day, 7 days per week.

Your opportunity

The Registered Nurse delivers quality, evidence-based patient centred care in line with the Cairns and Hinterland Hospital and Health Service values and national standards. The roles are based within the Emergency Department and/or the Acute Ward. The Acute Ward role provides support to an Aged Care ward, staffed by Enrolled Nursing and Assistant in Nursing requiring support after hours.

Your role

- Fulfil the responsibilities of this role in accordance with CHHHS values as outlined above.
- Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- The Registered Nurse is supported by Associate Nurse Unit Managers and a Nurse Unit Manager.
- The role includes team leading after hours and is required to work to a rotating roster and may include limited on call.
- Provide nursing care in a manner which is safe, compassionate and demonstrates accountability.
- Alongside the Associate Nurse Unit Manager and Clinical Nurses, work within the team, and when required act as Team Leader for the acute and aged care units.
- Accountable for the planning, provision and communication of nursing/midwifery care to an allocated group of clients, including the evaluation and required revision of practice based on agreed priorities, goals, plans and outcomes.
- Respond appropriately to sudden alterations in the health status of the patient using comprehensive nursing assessment and intervention skills.
- Accurately conducts comprehensive and systematic assessments, analysing information and data and takes action based on this information communication outcomes as the basis for practice.
- Attend to medical emergencies displaying high level skills and leadership. Act as Team leader when required.
- Provide effective and efficient clinical care to the full range of clients and work in collaboration with the Associate Nurse Unit Manger and Clinical Nurses to ensure the maintenance of safe standards in patient care.

- Utilise Advanced Life Support training in all aspects of cardio-pulmonary resuscitation including airway, circulation, ventilation, medications and, at times team leading.
- Effectively communicate at all levels across the organisation to promote effective team functioning.
- Participate in quality improvement and evidence-based practice activities to ensure the provision of quality, cost-effective patient care.
- Apply contemporary human resource management principles to ensure that the unit working environment meets legislative standards and CHHS policies and procedures.

Autonomy & Key Accountabilities

A Nurse Grade 5 (Registered Nurse) is a registered nurse/midwife who:

- Practises independently and interdependently.
- Assumes accountability and responsibility for 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 an experienced practitioner.

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 CHHS commitments and values, in achievement of the organisational goals and Domains of Practice.

https://www.qirc.qld.gov.au/sites/default/files/nurses_midwives_010920.pdf?v=1598915719

Mandatory qualifications/Professional registration/Other requirements

- Appointment to this position requires proof of qualification and/or registration with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/ manager, prior to the commencement of clinical duties. Current registration or eligibility to register as a nurse with the Nursing and Midwifery Board of Australia / Australian Health Practitioner Registration Authority (AHPRA) is mandatory.
- 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.
- A minimum of one year of acute nursing experience since graduation is considered essential to the role.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 [Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#).
- **Vaccine Preventable Diseases (VPD)** evidence as required for your employment in accordance with legislation/government policy and Directives.
- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable Diseases (VPDs) during their employment: **Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough)**. *Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland). Existing staff that have previously submitted this evidence since 1 July 2016 will not be required to resubmit.*
- It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to **Hepatitis B**. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and

existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.

- It is strongly recommended that you complete the **VPD Evidence Form** and prepare your documents prior to meeting with the selection panel; however you will only be required to supply the evidence if you are the preferred applicant. If you are the preferred applicant, your application for employment will not be successful unless you comply with this Queensland Health policy. Further information and Evidence Forms can be found at <https://www.health.qld.gov.au/employment/work-for-us/dept-of-health/pre-employment/vaccinations/providing-evidence>
- A [Tuberculosis risk assessment form](#) is to be completed 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 under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- Knowledge of legal and professional responsibilities for contemporary nursing models of care.
- Proven ability to provide clinical education and support and demonstrate own ongoing professional development.
- Proven ability to critically think in relation to planning and responding to a potentially rapidly changing environment regarding patient centred care.
- Ability to manage self and others in an increasingly complex environment and maintain a positive sense of confidence and integrity.
- Skills and experience providing safe, evidence-based care within the ward setting.
- Ability to act as a role model and provide leadership to staff and focus on the achievement of team goals.
- Ability to communicate effectively with individuals and groups within a multidisciplinary team framework.
- Ability to embrace change within this fast-paced environment and contribute where applicable to the development of others.
- Knowledge of quality improvement processes and evidence of involvement in such activities.
- Knowledge of contemporary Human Resource Management issues at both the broad and specific level, with particular reference to Occupational Health and Safety, Equal Employment Opportunity and Anti-discrimination.
- Commitment to professional development and training. Current training or willingness to obtain training in core acute nursing skills, which may include Emergency Department skills, such as Triage, Advanced Life Support, IV cannulation, Imminent Birth and Neonatal Resuscitation training if willing to do so.

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.
- A short statement (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes.

How to apply

- Queensland Health encourages applicants to apply on-line for our vacancies through www.smartjobs.qld.gov.au
- To do this, access the 'apply online' facility on the Smartjobs and careers website.
- Online applications have special requirements:
- You need to create a 'My SmartJob' account before submitting your online application. Details are available through the Queensland Government Smartjobs and Careers website at www.smartjobs.qld.gov.au;
- You can 'save and submit later', allowing you to organise your attachments for submission at a later time, but before the closing date of applications;
- By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
- Do not attach photographs, certificates, references or other large graphics to your application.
- Any documents attached to Smartjobs should be in Microsoft Word, or .jpg, .gif, .bmp, .png, .rtf, .txt, .doc or docx. Do not upload zipped files, pdf documents created through Microsoft Word 2007, tagged pdfs or protected documents.
- Late applications cannot be submitted via the Smartjobs website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the Recruitment Services team to arrange this.
- If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13 QGOV (13 74 68).
- 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.
- If you require any other assistance, please contact Recruitment Services on 07 4226 3700.

Additional information

- Applications will remain current for 12 months.
- Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- 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.
- Employees who are permanently appointed 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 Communities.
- Some roles within Queensland Health are designated as 'Vaccination Preventable Disease (VPD) risk roles'. A VPD risk role is a role in which the incumbent may be exposed to the risk of acquisition and/or transmission of a VPD. If you are applying for a role that has been designated as a VPD risk role you

must be able to provide evidence that you either have been vaccinated against the VPD's listed in the role description; or you are not susceptible to the VPD's listed in the role description.

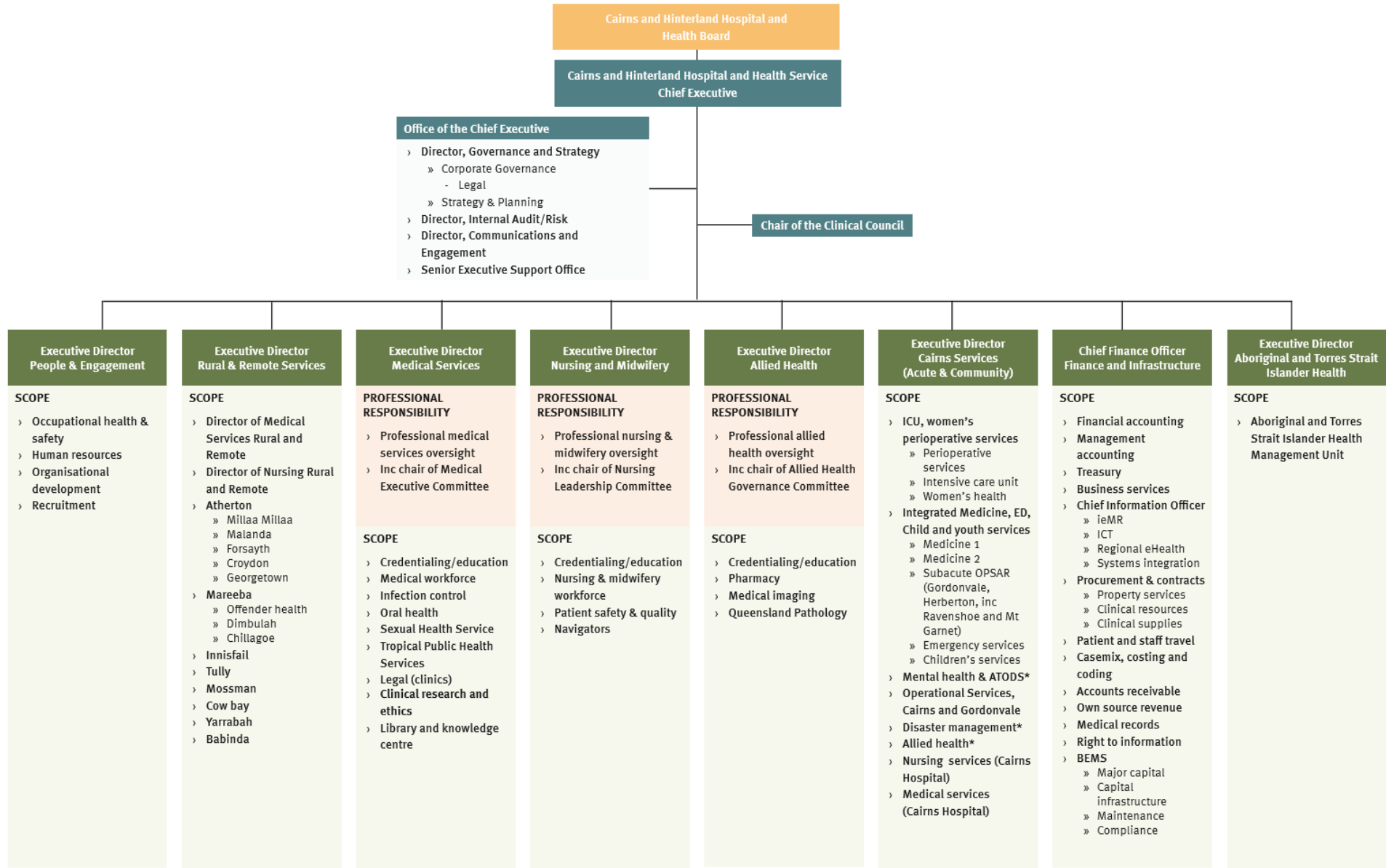
You will be asked by the recruiting manager to supply this evidence if you are the preferred candidate for the role. Any job offer would be subject to the supply of evidence related to VPD in addition to other required employment screening. The majority of our frontline clinical roles require at a minimum vaccination against measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and Hepatitis B. The following tools will assist if you are required to provide evidence of VPD vaccination:

- VPD Evidence guide
- VPD evidence form – Doctor
- VPD evidence form – Self

Please head to our [Vaccinations Homepage](#) for more information on how to provide your evidence.

- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <https://www.qld.gov.au/gov/system/files/documents/lobbyist-disclosure-policy.pdf?v=1454302064>
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#).

Organisational Chart



* HHS Wide