Role Description

Role title: Registered Nurse
Status: Permanent/Temporary (Full-time/Part-Time)

Please note suitable part-time or job share arrangements may be accommodated within this role. and/or ‘future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.

Unit/Branch: Emergency Department
Division/Health Service: Metro South Hospital and Health Service
Location: Logan Hospital, Redland Hospital & Beaudesert Hospital
Classification level: NRG 5
Deliver application: Hand delivered applications will not be accepted

About our organisation

Queensland Health’s purpose is to provide safe, sustainable, efficient, quality and responsive health services for all Queenslanders. Our behaviour is guided by Queensland Health’s commitment to high levels of ethics and integrity and the following five core values:

- **Caring for People**: We will show due regard for the contribution and diversity of all staff and treat all patients and consumers, carers and their families with professionalism and respect.
- **Leadership**: We will exercise leadership in the delivery of health services and in the broader health system by communicating vision, aligning strategy with delivering outcomes, taking responsibility, supporting appropriate governance and demonstrating commitment and consideration for people.
- **Partnership**: Working collaboratively and respectfully with other service providers and partners is fundamental to our success.
- **Accountability, efficiency and effectiveness**: We will measure and communicate our performance to the community and governments. We will use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.
Innovation: We value creativity. We are open to new ideas and different approaches and seek to continually improve our services through our contributions to, and support of, evidence, innovation and research.

Purpose of the Role
The Registered Nurse assumes accountability and responsibility for the care of patients/residents/clients, within a range of settings. The Registered Nurse is a member of the multidisciplinary health care team and uses contemporary standards and evidence to underpin practice.

Staffing and Budget
Staffing and budget responsibilities are ultimately the responsibility of the Senior Nursing team, however usage of resources on an individual’s shifts should be considered. This role reports to the Nurse Manager and Clinical Nurse Consultant Team for Emergency Department.

Your key responsibilities
- Fulfil the accountabilities of this role in accordance with Queensland Health’s core values, as outlined above.
- Provide comprehensive, safe and effective evidence based nursing care to achieve identified health outcomes.
- Plan and evaluate nursing care in consultation with the multidisciplinary health care team and patients/residents/clients using effective interpersonal communication.
- Carry out nursing practice in accordance with legislation, common law and code of ethics and take action to rectify unsafe nursing practice and/or unprofessional conduct.
- Maintain own professional skills and knowledge and that of others, through participation in continuing education and professional appraisal and development.
- In conjunction with the Nurse Unit Manager and Clinical Nurses, contribute to teaching of patients/residents/clients, nursing students and other health care workers within delegated scope of practice.
- Identify areas for clinical research and recognise its value in contributing to the delivery of nursing care.
- Ensure a safe and secure environment for patients/residents/clients and visitors utilising a contemporary quality and risk management framework.
- Comply with and utilise contemporary human resource management principles including workplace health and safety, equal employment opportunity and anti-discrimination.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.

Qualifications/Professional registration/Other requirements
Hint: For assistance, refer to the Guidelines for Developing Role Descriptions.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information 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 role required the applicant to work shift work Monday to Sunday – early, late and night duty shifts.

Education for Practice in Queensland (EPIQ)
Education for Practice in Queensland (EPIQ) is a suite of statewide blended learning programs for nurses and midwives employed within Queensland Health. The EPIQ format comprises approximately two thirds online learning and one third practical learning undertaken in the clinical...
setting for a specialty area of practice. EPiQ is designed to progressively build the knowledge, skills and capacity of the nurse/midwife.

It is an expectation that all newly employed nurses/midwives (with the exception of Assistants in Nursing/Midwifery) undertake the program of learning to assist with transition into the workplace. This enables the provision of safe, capable nursing/midwifery care and achievement of best patient outcomes within a specific context of practice.

**Are you the right person for the job?**

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

**Key Attributes/Workplace Behaviours**

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<tr>
<th>Key Attribute/Workplace Behaviours</th>
<th>Description</th>
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<tr>
<td><strong>Patient Focus</strong></td>
<td>Demonstrated ability to provide comprehensive patient focused care that is evidence based, to achieve identified health outcomes.</td>
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<tr>
<td><strong>Problem Solving</strong></td>
<td>Demonstrated ability to resolve issues using a problem solving framework.</td>
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<td><strong>Communication and Interpersonal Skills</strong></td>
<td>Demonstrated ability to communicate effectively in individual and group situations.</td>
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<td><strong>Teamwork</strong></td>
<td>Ability to work as a team member to achieve clinical and organisational goals.</td>
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<td><strong>Clinical/Specialist/Technical Knowledge</strong></td>
<td>Ability to use clinical information systems relevant to area of practice.</td>
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<td><strong>Technical Capability</strong></td>
<td>Sound knowledge of relevant legislation, standards, policies and procedures relevant to contemporary nursing practice and specific to area of practice.</td>
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<td><strong>Organisational Commitment and Awareness</strong></td>
<td>Awareness of and ability to apply and adhere to organisational policies and Queensland Health core values.</td>
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**How to apply**

Please provide the following information to the panel to assess your suitability:

1. **A short written response** (maximum 1–2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key attributes and responsibilities and meet the key skill requirements.

2. **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 do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

3. **Application form** (only required if not applying online).

**About Metro South Hospital and Health Service**

Metro South Health is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland’s population.
Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. This health service does not include the Mater Hospitals.

Clinical services provided within Metro South Health include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme

Our Vision
To be renowned worldwide for excellence in health care, teaching and research.

Our Purpose
Metro South’s purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

Our Objectives
- Improving services for patients.
- Implementing reform of the Queensland Health system in Metro South.
- Focusing resources on frontline services.
- Ensuring accountability and confidence in the health system.

Hospital / Unit Profile
The Logan-Beaudesert catchment is located south of Brisbane and includes the local government areas of Logan City and the eastern part of the Scenic Rim Regional Council to the New South Wales border. It covers a geographical area of 3 179 square kilometres. The catchment area has approximately 282 673 residents.

The area encompasses hospitals at Meadowbrook (Logan City) and Beaudesert, and community health centres at Logan Central, Beenleigh, Browns Plains and Jimboomba.

The Emergency Department at Logan Hospital is currently classified as a Level 4 emergency service. According to the Queensland Government Clinical Services Capability Framework for Public and Licensed Private Health Facilities v.3 the requirements for this classification are:
- triage by qualified emergency staff
- advanced care for all presentations (adult and paediatrics)
- ability to provide high-quality trauma care to medium and minor level trauma patients until transfer
- a designated short stay unit
- referral centre for Beaudesert Hospital.

For patients requiring a higher level of service, the closest adult tertiary referral hospital is Princess Alexandra Hospital 18 km (25 minutes) away and paediatric tertiary referral hospital is the Mater Children Hospital 20 km (25 minutes away). Logan Hospital also accepts referrals from Beaudesert Hospital and Redland Hospital are received.
Pre-employment screening
Pre-employment screening, including criminal history 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.

Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and youth
All relevant health professional (including registered nurses and medical officers) 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.

All relevant health professional are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

Salary Packaging
To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider – RemServ via telephone 1300 30 40 10 or http://www.remserv.com.au.

Disclosure of Previous Employment as a Lobbyist
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 http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf

Probation
Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 http://www.health.qld.gov.au/hrpolicies/resourcing/b_2.pdf
DUTY STATEMENT
Registered Nurse
Emergency Department
Logan hospital

Logan Emergency Department Values – Respect, Professionalism, Integrity

Patient Centred Care

• Ensure patients are greeted and welcomed into the department on arrival at each area.
• Ensure patients feel safe and comfortable to raise any concerns during their presentation.
• Ensure patients and their family are aware of the Ryan’s Rule Process of escalating concerns.
• Ensure basic hygiene needs of the patient are met alongside of presenting clinical care needs.
• Complete Falls Risk Assessments on each patient within the guidelines of presentations.
• Report patient condition and workload changes in timely manner to the shift manager.
• Work within the model of care to ensure effective and efficient nursing practice.
• Collaborate with shift coordinator to efficiently discharge patients and support patient flow management.
• Engage with the multi-disciplinary team to ensure optimal patient planning and outcomes.
• Use data information systems eg HBCIS, TrendCare, ERIC, PRIME effectively to ensure patient needs and safety are met.
• Update EDIS at each patient movement.
• Effectively problem solve using risk management strategies to meet emergent needs and report / escalate issues that may require further intervention.
• Collaborate with shift manager / Clinical Support Nurse to efficiently discharge patients and support patient flow management
  o Ensure timely completion of READi checklists
  o Maintain an awareness of the patients journey in relation to NEAT times (National Emergency Access Target)
  o Facilitate POST (Patient Off Stretcher Time) as able, within a safe working environment.
• Encourage patients and their family to provide feedback on our service.
• Conduct Clinical Handover of patients at the patient bedside and follow.
• Support the hospital policy for Hand Hygiene by working ‘bare below’ the elbow and ensuring all 5 Moments of Hand Hygiene are routinely conducted.

Team Work / Workplace Environment

• Adhere with the department above and below the line standards.
• Arrive to work at least 10 minutes before the start of shift time.
• Communicate with the shift manager prior to taking breaks or leaving the department at the end of shift.
• Work to the values of respect, professionalism and integrity within our team and toward our patients and their family.
• Embrace and welcome new staff into the department.
• Commit to rostered hours, as per employment contract, to ensure safe staffing levels for quality patient care.
• Ensure the workplace policy of social media is strictly adhered to.
• Actively partake in 1 allocated portfolio involving the National Standards.
• Ensure awareness of the National Standards and work within these standards.
• Consider partaking in additional ED working groups to expand contribution and knowledge of self and others.
• Maintain compliance with once off, routine and annual Mandatory Competency requirements as applicable to this role.
• Fulfil requirements of ED team ‘POD’ groups
  o Portfolio allocation
  o Month of providing education
  o Supporting the team in achieving mandatory competencies
  o Support succession planning and mentoring of new staff.
• Attend and contribute in team meetings, in-services and other forums.
• Support and engage in change process in line with unit direction and service development.
• Participate in staff development activities and annual performance appraisal to progress professional development of self and others.
• Adhere to the uniform policy by working in either corporate uniform or royal blue scrubs with white embroidery.
• Check your allocated work area at the beginning and end of shift to ensure safety of equipment and fully stocked area.
• Log on to Voicera at the commencement of each shift and log off when you are leaving. Ensure badges are returned to the charging station.
• Complete Workload Reporting Forms as required and escalate any concerns to the shift manager or CNC at the time of workload stress.
• Report any workplace hazards at the time of identifying to ensure safety of staff and the public.
• Utilise material resources / equipment in a safe and cost effective manner.
• Participate in own source revenue raising activities and optimise activity based funding opportunities, as applicable to this role.