



POSITION NUMBER:	012147
POSITION TITLE:	Registered Nurse
UNIT/BRANCH/DIVISION:	Out Patients Department Clinical Services
LOCATION:	QEII Hospital Health Service District
CLASSIFICATION:	NO1
SALARY LEVEL:	\$19.27 - \$25.95 p.h.
REPORTS TO:	Nurse Unit Manager
DATE OF REVIEW:	May 2005
DELEGATE AUTHORISATION:	District Director of Nursing <hr/>

PURPOSE OF POSITION:

The Registered Nurse is responsible for providing direct patient care in a safe, effective and efficient manner.

ORGANISATIONAL ENVIRONMENT AND KEY RELATIONSHIPS:

The QEII Hospital Health Service District provides comprehensive hospital and community based health care. It covers that part of Brisbane which is south of the Brisbane River, west of the Gateway Arterial Road and east of the Logan Motor Way (excluding the Wacol, Princess Alexandra, and Mater health facilities).

The District is comprised of a 161 bed hospital and numerous community health facilities located within three specific geographical areas. Details of the services available within the District are located in the [applicant information guide](#).

The environment is one of continuous improvement and quality patient care. The District employs approximately 1400 employees and is committed to employment equity and family friendly work practices.

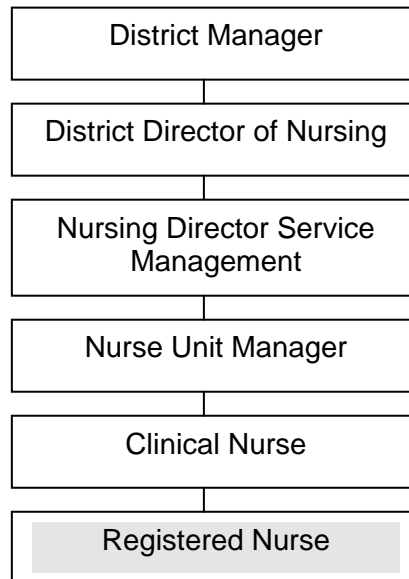
Supervises

This position has no direct supervisory responsibilities.

Indirect Relationships

The Registered Nurse is directly responsible to the Nurse Unit Manager of the designated ward/unit. The position also has responsibility and is accountable to the Nursing Director Service Management, QEII Hospital Health Service District.

Organisational Chart:



POSITION REQUIREMENTS: (Duties, Responsibilities and Work Behaviours)

Queensland Health is committed to achieving our mission of promoting a healthier Queensland and our vision to be leaders in health – partners for life. We recognise that Queenslanders trust us to act in their interest at all times. To fulfil our mission and sustain this trust we share four core values of: quality and recognition; professionalism; teamwork; and performance accountability.

In addition we will be successful in promoting a healthier Queensland through the following five strategic intents; healthier staff; healthier partnerships; healthier people and communities; healthier hospitals and healthier resources. The primary duties and assessment criteria outlined in the job description reflect the commitment to our mission, vision, values and strategic intents which are required by this position.

- Accountable and responsible for the delivery of safe nursing care to patients/clients.
- Provides quality care for patients/clients using a problem-solving framework.
- Carries out nursing interventions in accordance with legislation, common law and codes of ethics and conduct, which effect nursing practice.
- Promotes a safe working environment by complying and utilising the principles and practices of infection control and workplace health and safety.

- Maintains effective interpersonal and communication skills with members of the health care team, patients/clients and visitors to the hospital.
- In conjunction with the Nurse Unit Manager and Clinical Nurse, contributes to the teaching of patients/clients, nursing students and other nursing personnel.
- Identifies areas for clinical research, and recognises its value in contributing to the developments in the delivery of nursing care.
- Participates in quality improvement activities.
- Complies with and utilises contemporary Human Resource Management practice and principles including Workplace Health and Safety, Equal Employment Opportunity and Anti-discrimination requirements.
- Participates in Performance Planning and Review to determine and ensure competent practice and to guide own development.

PRIMARY DELEGATIONS AND ACCOUNTABILITY:

Recurrent expenditure:	Nil
Non recurrent expenditure:	Nil
HRM delegations:	Nil

MANDATORY CRITERIA: (Must be met to be considered for selection)

Appointment to this position requires proof of qualification and/or registration (current annual licence certificate) with the appropriate registration authority (Queensland Nursing Council), including any necessary endorsements, to be provided to the employing service prior to the commencement of duty.

Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunized against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook 7th edition and the Queensland Health Infection Control Guidelines.

Hepatitis B immunization is a condition of the employment for Health Care Workers in Queensland Health who have direct patient contact (eg medical officers, nurses and allied health staff), as well as those staff who, in the course of their work, may be exposed to blood or bodily fluids, for example by exposure to contaminated sharps.

A Staff Health Assessment Screening Form must be completed and signed, by a Medical Officer, verifying completion / commencement of a Hepatitis B vaccination course. (This is a condition of employment with Queensland Health and evidence must be produced prior to or on commencement with QEII Hospital Health Service District)

Proof of vaccination must be provided to the Human Resource Management Department before/with acceptance of appointment. Proof of vaccination can be provided via a letter from a general practitioner, infection control or occupational health department.

ASSESSMENT CRITERIA

Your application for this position must specifically address each assessment criterion below; a general resume will not be sufficient. It should also contain the names and contact numbers of at least two referees, one preferably your current / previous supervisor, who may be contacted regarding your application. Shortlisting and selection will be based on these assessment criteria. Verification of relevant data may also be sought with your permission.

Specific information to assist with the completion of your application is contained in the **Applicant Information Guide**.

- AC1** Ability to provide quality nursing care for patient/clients using a problem solving framework. (40%)
- AC2** Well developed interpersonal and communication skills including:
- Written and verbal skills;
 - Ability to work effectively with individuals, groups and as a member of a multidisciplinary health care team.
 - Ability to establish a rapport with patients and persons visiting the hospital. (20%)
- AC3** Demonstrated capacity to:
- Participate in quality improvement activities.
 - Incorporate validated research into nursing practice.
- Identify specific areas for clinical research into nursing practice. (15%)
- AC4** Demonstrated involvement in professional development of self and other staff members. (15%)
- AC5** An understanding of, or ability to acquire knowledge of the Human Resource management issues, including Workplace Health and Safety, Equal Employment Opportunities and Anti-discrimination. (10%)

Note, the percentage indicated next to each AC is the weighting for that assessment criteria.

ADDITIONAL FACTORS:

All new permanent employees to Queensland Health will be required to undertake a period of probation upon commencement of duty. This period will be six (6) months in length with a possible three (3) month extension if performance objectives are not met.

Smoking within Queensland health building ("buildings" to include corridors, passageways, walkways, balconies and stairs) other than in defined areas and in official motor vehicles is prohibited.

QEII Hospital Health Service District recognises that Infection Control is an essential component of quality health care. The formulation / documentation of Infection Control guidelines / procedures based on preventing transmission of infections between patients or between health care workers and patients, is fundamental to achieving quality health care. It is an expectation that all employees will practice within / adhere to those guidelines. It is a requirement, of those guidelines and Queensland Health Policy, that all staff who will have physical contact with, or potential exposure to blood or body substances, be able to demonstrate completion/commencement of a Hepatitis B vaccination course prior to commencing employment as a condition of employment (this will be indicated as a mandatory criteria in this job description if required). Health care workers who are "non-seroconverters" (i.e. completed a Hepatitis vaccination course but did not show antibody level of >10) are assured that this will not affect their employment opportunities.

The QEII Hospital Health Service District has a commitment to serving a culturally diverse society and requires all employees to be involved in quality improvement activities