Torres and Cape Hospital and Health Service

Role details

<table>
<thead>
<tr>
<th>Job ad reference</th>
<th>Classification</th>
<th>Nurse Grade 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role title</td>
<td>Salary</td>
<td>$102 609 - $111 399 per annum</td>
</tr>
<tr>
<td>Status (temp/perm)</td>
<td>Closing date</td>
<td>Thursday, 5 November 2015</td>
</tr>
<tr>
<td>Unit/Branch</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Division/ Hospital and Health Service/ Hospital</td>
<td>Location</td>
<td>Cairns or Thursday Island</td>
</tr>
<tr>
<td></td>
<td>Contact name</td>
<td>Lyn Wardlaw</td>
</tr>
<tr>
<td></td>
<td>Contact number</td>
<td>07 4226 3073</td>
</tr>
</tbody>
</table>

Vision for the public service

To be a government of the 21st century, one government that is connected and working together to deliver smarter, simpler outcomes that are responsive to the needs of Queenslanders now and for the future. We will create opportunities in partnership that are all about positive outcomes rather than just service delivery and regulation.

To enable this vision, the Queensland Public Service (QPS) is transforming from a compliance focus to a more values-led way of working. The following five values statements underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.

Customers first
- Know your customers
- Deliver what matters
- Make decisions with empathy

Ideas into action
- Challenge the norm and suggest solutions
- Encourage and embrace new ideas
- Work across boundaries

Unleash potential
- Expect greatness
- Lead and set clear expectations
- Seek, provide and act on feedback

Be courageous
- Own your actions, successes and mistakes
- Take calculated risks
- Act with transparency

Empower people
- Lead, empower and trust
- Play to everyone’s strengths
- Develop yourself and those around you

In line with the above vision, the Blueprint for better healthcare in Queensland sets the scene for structural and cultural improvements in a health system that focuses on patients and people-

Your employer— Torres and Cape Hospital and Health Service

- Torres and Cape Hospital and Health Service (TCHHS) is the most northerly of Queensland’s Hospital and Health Services and covers over 158,000km² across 13 local government areas.
- Our Vision is to provide high quality health care that delivers measurable improvements in the health of people in the communities of Torres Strait and Cape York.
- Our Purpose is to:
  - Honour the Aboriginal and Torres Strait Islander cultures
  - Work in true partnership with communities and other organisations
  - Be a leader in providing high quality, innovative and effective remote health services.
- TCHHS is one of Australia’s largest providers of health services to Aboriginal and Torres Strait Islander peoples. The TCHHS provides health care to a resident population of more than 25,000 people of which 63.7% identify as Aboriginal and/or Torres Strait Islander. The northern boundary is adjacent to Papua New Guinea.
- TCHHS comprises 31 primary health care centres, two hospitals (Thursday Island and Bamaga), a multipurpose health service (Cooktown) and an Integrated Health Service (Weipa).
- The TCHHS has approximately 800 employees and supports a wide range of healthcare providers including outreach teams and visiting specialist services from other health services and non-government providers.
- As a Hospital and Health Service employee you are eligible to salary sacrifice or package some of your pre-tax salary and use it to pay for benefits such as rent or mortgage repayments, insurance or motor vehicle operating expenses.

Your opportunity

The Nurse Educator – Midwifery, Child and Maternal Health will be responsible for development and implementation of quality clinical education, either formally or informally, to Midwifery, Child and Maternal Health and relevant nursing staff, using a number of differing strategies to achieve this, i.e. clinical supervision, education delivery and mentoring. The ultimate goal being to provide best evidence based practice education programs to staff, which promotes a high standard of patient care. The position is responsible for the implementation, delivery and evaluation of mandatory training programs specific to the portfolio for ursing staff, in collaboration with the existing Nurse Education Team as well as the Learning and Development Unit. The role is essential in fostering a best practice clinical learning environment and in building the midwifery workforce, ensuring graduates are work ready prior to commencing employment. You must demonstrate excellent communication skills, a sound understanding of clinical assessment and advanced clinical practice; as well as an understanding of clinical supervision and different learning / teaching styles.

Your role

- Fulfil the responsibilities of this role in accordance with QPS values as outlined above.
- 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
- Implement and monitor the organisation’s quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
• Contribute to positive patient outcomes by:
  • Assessing, planning, implementing and evaluating education strategies.
  • Integrating principles, contemporary, evidence based midwifery and nurse education into nursing practice.
• Participating in policy / procedure development; research and facilitating educational opportunities for staff.
• Provide leadership which supports system and quality improvement initiatives and change management.
• 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
• Develops partnerships and networks with other learning institutions and training organization that can provide the district nurses with extra opportunities for education and learning resources
• Maintains a high level of clinical currency and drives the self-determined development needs of other nursing professionals.
• Provide effective communication through all levels of the organisation to ensure the involvement of stakeholders in a dynamic and complex system.
• In accordance with the Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033 all employees working with Aboriginal and Torres Strait Island communities will be required to demonstrate high level of cultural knowledge, skills and behaviours relevant to their roles.
• Foster and maintain linkages and collaborative partnerships with District staff and training providers.
• Influence and strive for a workplace culture which values and supports individual and team learning.

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 midwifery endorsement) with the Nursing and Midwifery Board of Australia / Australian Health Practitioner Registration Authority (AHPRA) is mandatory.
• Completion of/or working towards Certificate IV Training and Assessment
• Whilst not mandatory, a relevant Post graduate Education and/or Child Health qualification would be highly regarded.
• Travel will be required of this position, sometimes in small aeroplanes or helicopters
• This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
• Accommodation and access to the Remote Area Incentive Package is available.
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:

- Able to demonstrate clinical currency and advanced Midwifery, and Child and Maternal Health nursing theory and practices that are applicable to a remote health care setting.
- Demonstrated experience in assessing, planning, designing, implementing, evaluating and validating education and training programs and events.
- Knowledge of and ability to apply contemporary nurse education practice and theory including the use of adult learning principles.
- Demonstrated successful experience as a preceptor / mentor / clinical supervisor.
- Demonstrated knowledge and use of Nursing and Midwifery competencies.
- Demonstrated ability to utilise training strategies or tailor training /learning to meet individual or group needs.
- In depth knowledge and understanding of Indigenous primary health care and the health status of Cape York and Torres Strait Communities.
- Ability to develop evidence based, educationally sound learning resources.
- Well developed interpersonal, written and oral communication skills including presentation skills.
- Proven ability to use information and reporting systems appropriate to the position.
- Demonstrated ongoing professional development and a commitment to the development of a learning culture.
- Demonstrated ability and willingness to travel for district wide initiatives and meeting.
- Demonstrated ability to provide nursing leadership, particularly in promotion of continuing development of nursing and midwifery staff in a multi-disciplinary education/research environment.
- Demonstrates sound knowledge of the issues that impact on the delivery of safe care and effective education programs within a cross cultural health environment.
- Ability to utilise a broad range of technologies in the delivery of health care training and development programs.
- Sound knowledge of and the ability to apply contemporary Human Resource Management practice at the broad and specific level, with particular reference to workplace Health and Safety, Equal Employment Opportunity and Anti-discrimination.

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 either www.health.qld.gov.au/workforus or www.smartjobs.qld.gov.au
- To do this, access the 'apply online' facility on the Smart jobs 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 Smart Jobs 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 Smart jobs 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 5124.

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 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.
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all Queensland Health staff who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps. Evidence of vaccination or proof that you are not susceptible can be provided by a letter from a medical officer, infection control practitioner, or vaccine service provider with details of vaccine given.
• From 1 January 2015 it is against the law to smoke at ALL public or private health facilities, including 5 metres beyond their boundaries. These laws apply to the use of all smoking products, including regular cigarettes and devices commonly known as electronic cigarettes (e-cigarettes). Staff, patients and visitors must adhere to these laws at all times.

• 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/publications/assets/policies/lobbyist-disclosurepolicy.pdf