

## TOWNSVILLE HOSPITAL AND HEALTH SERVICE

*Outstanding People – Genuine Care – Incredible Location*

### Role Description

Queensland Health

[www.health.qld.gov.au/workforus](http://www.health.qld.gov.au/workforus)



<b>Job ad reference:</b>	H13TV06237
<b>Role title:</b>	Registered Nurses
<b>Status:</b>	Permanent full time <i>(Please note: future vacancies of a permanent, temporary, full time and part time nature may also be filled through this recruitment process.)</i>
<b>Unit/Branch:</b>	Joyce Palmer Health Service
<b>Division/Health</b>	Rural Hospitals Service Group
<b>Service:</b>	Townsville Hospital and Health Service
<b>Location:</b>	Palm Island <i>(Please note: appointments for future vacancies at other locations across the Townsville Hospital and Health Service may occur through this recruitment process.)</i>
<b>Classification level:</b>	Nurse Grade 5
<b>Salary level:</b>	\$2306.80 - \$2964.20 per fortnight <b><i>(remote area incentive package provisions apply to this position)</i></b>
<b>Closing date:</b>	Friday, 11 July 2013 (applications will remain current for up to 12 months)
<b>Contact:</b>	Paulina Raitilava
<b>Telephone:</b>	(07) 4752 5144
<b>Online applications:</b>	<a href="http://www.health.qld.gov.au/workforus">www.health.qld.gov.au/workforus</a> or <a href="http://smartjobs.govnet.qld.gov.au">http://smartjobs.govnet.qld.gov.au</a> <b>***Applicants are encouraged to apply online***</b> <i>If you are unable to apply online, please contact Recruitment Services on (07) 4750 6776 or <a href="mailto:Recruitment_townsville@health.qld.gov.au">Recruitment_townsville@health.qld.gov.au</a></i>

### 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

- The purpose of this position is to provide quality evidence based nursing care to the community of Palm Island. This includes provision of emergency, inpatient and outpatient clinical care.
- We promote integrated service provision across the continuum of care and support appropriate and timely access to care for patients.

## Your Key Responsibilities

- Fulfil the Responsibilities of this role in accordance with Queensland Health's core values, as outlined above.
- All employees with the Townsville Hospital and Health Service are required to take reasonable care for their own health and safety, including carrying out work in accordance with prescribed practices and procedures and in a manner that will not create health and safety hazards for either the employee or others in the workplace.
- Provide direct nursing care to patients/clients utilising clinical skills, education and support within the Unit to ensure the provision of best practice and quality patient care in line with the Australian Nursing and Midwifery Council competencies.
- Demonstrate skills and competency in patient assessment, planning, implementing and evaluating care delivered to the individual client.
- Ability to critically think in relation to planning and responding to potentially rapidly changing environment.
- Demonstrated ability with decision making and problem solving in relation to but not limited to task order and method, negotiation and patient care planning.
- Ability to perform manual handling tasks safely and maintain PPE as per standard precautions and procedural requirements.
- Meet the affective demands of the role in relation to self awareness and management, flexibility to adapt to unexpected changes/events, emotional control in response to potential stressors e.g. management of dying or unpredictable patient.
- Participate in quality/research activities to improve standards of patient care.
- Ability to perform manual handling tasks safely and maintain PPE as per standard precautions and procedural requirements.
- Maintain safe environment for self and others in the workplace.
- Work with preceptor/mentor within the work place to develop personally and professionally.

## Qualifications/Professional registration/Other requirements

- Registration with the Nursing and Midwifery Board of Australia as a registered nurse and possession of a current practising certificate.
- Tertiary qualifications relevant to the position desirable.
- *Appointees will be required to work all shifts in accordance with the unit roster, which may include participation in an on-call roster.*
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines

## ADDITIONAL FACTORS

Notes: The remote area incentive package provisions apply to this position.

## 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:

- **Patient Focus**  
Consistently and enthusiastically delivers high levels of patient service to exceed patients' expectations.
- **Team Focus**  
Supports and respects team members, communicating effectively and demonstrating a commitment to the team.
- **Work Ethics**  
Demonstrate strong self management skills, a commitment to nursing and flexibility to adapt to unexpected changes.
- **Quality Focus**  
Knowledge of and a demonstrated commitment to quality processes and evidence based practices, identifying areas for improvement and contributing to these improvements.
- **Work Values**  
Demonstrates honesty, integrity and respect for all patients, carers and staff.

## How to apply

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

- **A short statement** (maximum of one page) on how Your experience, abilities, knowledge and personal qualities are relevant for the role, and would enable you to undertake this role.
- **Your current CV or resume, including referees.** Applicants must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include 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.

## About the Health Service

The Townsville Hospital and Health Service (HHS) is responsible for the HHS Area assigned to the HHS under the Hospital and Health Boards Regulation 2012 and shares its borders with Cairns and Hinterland HHS, North West HHS, Central West HHS and Mackay HHS. The HHS serves a population of over 240,000 which is forecast to grow by 27% to over 300,000 by 2026. The fastest population growth will be in the over 75s (110%) and 65-74 year olds (90%).

7% of the Townsville HHS resident population is estimated to be of Aboriginal and Torres Strait Islander (ATSI) origin, compared to 3.5% for Queensland as a whole. Significant numbers of the population work in the farming, mining and defence sectors. The HHS also receives a substantial number of domestic and international visitors per annum.

Townsville Hospital is the HHS's main referral hospital and also provides tertiary hospital services to the entire North Queensland region. It is also the major teaching hospital of the James Cook University School of Medicine and is closely affiliated with Central Queensland University and the University of Queensland.

**The Rural Hospitals Service Group** covers the geographical areas of the Burdekin, Charters Towers, Dalrymple, Hinchinbrook, Flinders and Palm Island Shires and includes some facilities within the Cassowary Coast Shire and Townsville City.

## Work Unit

Palm Island is the largest island in the Palm group, situated about 70 kilometres north of Townsville. The Joyce Palmer Health Service was officially opened in July 2000 and was named in honour of the late Joyce Palmer, a Palm Island nurse, recognised for her many years of service and dedication to the Palm Island Hospital community.

The Joyce Palmer Health Service is an integrated health service, providing both primary medical care through general practice services, a 15 bed hospital with outpatient and emergency facilities and primary health care through a range of programmes to a population of approx 3,000 people. The client/patient group of approx 100 people daily, is representative of the diverse demographic profile of the Palm Island Community and includes child health, elderly, trauma, pre and post natal, chronic conditions, mental health and sexual health clients.

The integrated health care team at the Joyce Palmer Health service includes both indigenous and non-indigenous staff, who supports each others roles and a transcultural health care setting.

**Visit the Health Service website:** - [www.health.qld.gov.au/townsville](http://www.health.qld.gov.au/townsville)

## Model of Nursing Care

The model of care for nursing services in Townsville Hospital and Health Service is focused on patient/client care, and is based on a continuum of care model. Nurses function as equal members within a multidisciplinary team and are committed to advocating on behalf of patients/clients.

Nurses will provide total patient care within a professional partnership model, which is based on:

- Nurses working "together" to provide optimal patient outcomes.
- Support and development of all nurses including facilitating preceptorship for RN and EN transition programs.
- Creating a learning environment.
- Supporting the Townsville Hospital and Health Service novice to expert Skills Performance Framework.
- Maximising the clinical skills of all registered and enrolled nurses by a working partnership.
- Facilitating succession planning opportunities for nurses.

### **Smoke-Free Campus**

In line with the Government's goal of smoke-free health facilities, the THHS is working towards smoke-free status at each health campus. We are happy to support our staff, patients and clients in quitting and proud to offer our visitors a smoke-free environment to help improve health outcomes for Queenslanders. All successful applicants to a facility that is smoke-free will need to adhere to the relevant requirements of the smoke-free environment.

### **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 young people**

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](http://www.health.qld.gov.au/hrpolicies/resourcing/b_2.pdf)

# Joyce Palmer Health Service

Rural Hospitals and Service Group

Organisational Chart

06.05.2013

