

Role Description

Role title:	Clinical Nurse (Refugee Health)
Status:	Temporary part time (two days per week) and holiday relief (Future vacancies of a temporary, full time or part time nature may be accommodated within this role)
Unit:	Refugee Health Service Health Equity and Access Unit
Health Service:	Metro South Hospital and Health Service
Location:	Logan Central Community Health Centre
Classification level:	Nurse Grade 6.1
Salary level:	Hourly Rate \$46.51
Closing date:	24/2/2019
Contact:	Leeanne Schmidt
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Purpose of the Role

- The Clinical Nurse is responsible for delivering quality nursing care at an advanced level in refugee/ multicultural health and community based care.
- The Clinical Nurse provides direction and support to other nursing staff while promoting professional standards of practice and conduct, and is responsible for achievement of unit goals and standards.
- The Clinical Nurse will be allocated portfolio responsibilities to facilitate this.

Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.
- Staffing and budget responsibilities:
 - There are no staffing or budget responsibilities for this position
 - The position reports to the Clinical Nurse Consultant, Metro South Refugee Health Service
- Provide clinical leadership in problem solving, planning, and coordination of nursing at an advanced level including health promotion activities.
- Maintain accountability for the standard of care delivered while providing support and direction to other staff.
- Maintain effective communication within the multidisciplinary team including interpersonal and written skills.
- Promote professional practice through participation in professional development of self and others including performance appraisal and development and clinical education including preceptorship.
- Participate in risk management, safety and quality and evidence based practice and research activities that support the provision of quality, cost effective care.
- Practice in accordance with legislation, common law and code of ethics and assume accountability and responsibility for own actions, acting to rectify unsafe practice and/or unprofessional conduct.

- Comply with and utilise contemporary human resource management principles including workplace health and safety, equal employment opportunity, anti-discrimination and Queensland Health Code of Conduct.
- Relieve Clinical Nurse Consultant as required as part of succession planning and professional development.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.

Qualifications/Professional registration/Other requirements

- 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.
- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) with a current annual practicing certificate is essential.
- A Bachelor of Nursing or equivalent is a desirable qualification for this position.
- A post graduate qualification, or currently enrolled in a post graduate program in a relevant area of study is desirable.
- Immunisation Program Nurse Qualification valid in Queensland; and one year recent experience working in an immunisation program is essential.
- 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.

Vaccine Preventable Diseases (VPD)

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and hepatitis B.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (ie one HHS to another HHS, Department to a HHS, or HHS to Department).

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

Technical Capability	<ul style="list-style-type: none"> ▪ Sound knowledge of relevant legislation, standards, policies and procedures relevant to contemporary nursing practice and specific to area of practice ▪ Experience working with interpreters ▪ Two years minimum experience in planning, co-ordination and implementing nursing care for diverse populations
Patient Focus	<ul style="list-style-type: none"> ▪ Extensive experience and ability to deliver high quality patient/client care relevant to role.
Leadership and Management	<ul style="list-style-type: none"> ▪ Ability to apply contemporary leadership principles to develop and maintain an effective and motivated team. ▪ Management skills and knowledge to assist in planning, resource management and development of self and others.
Problem Solving	<ul style="list-style-type: none"> ▪ Well-developed analytical and problem-solving skills.
Communication and Interpersonal Skills	<ul style="list-style-type: none"> ▪ Demonstrated high level interpersonal and written skills to facilitate effective communication with individuals and groups.

Teamwork	<ul style="list-style-type: none"> Well-developed knowledge of principles of effective team functioning and learning
Information and Technology Skills	<ul style="list-style-type: none"> Ability to use clinical information and other technology systems relevant to work area.

How to apply

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

- 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.
- 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.

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
- QELI Hospital
- Redland Hospital
- Wynnum-Manly Community Health Centre, Gundu Pa
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Addiction and 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.

Logan Bayside Health Network Profile

Logan Bayside Health Network is primary provider of public hospital services to the communities of the Scenic Rim Shire, Logan City, Redland City and the southern bayside suburbs of Brisbane City and includes:

- Logan Hospital - a 410 bed secondary teaching hospital.
- Redland Hospital - a 143 bed secondary teaching hospital co-located with a 126 bed residential aged care facility, a community health centre and the 60 bed Mater Private Hospital Redland.
- Beaudesert Hospital - a 22 bed rural hospital with procedural and birthing services.
- Wynnum Health Service - a small 21 bed sub-acute and palliative care inpatient facility, collocated with a community health centre and an extended hours acute primary care centre.
- Marie Rose Centre - a Clinical Services Capability Framework (CSCF) level one, 24 hour primary emergency care clinic located on North Stradbroke Island.

Logan Bayside Health Network also provides the following Metro South-wide services:

- The Metro South Community Aged Care and Rehabilitation Service, including Redland Residential Care (126 bed Residential Aged Care Facility) and the Metro South Transition Care Program.
- The Metro South Health Equity and Access Unit, including the Southern Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Primary Health Care and the Logan Refugee Health Clinic.

Unit Profile

Metro South Refugee Health Service (MSRHS) is one of four services in the Health Equity and Access Unit (HEAU). Working with priority communities within Metro South who experience poor health outcomes and difficulties getting the services they need. MSRHS works to ensure equitable, accessible and culturally appropriate services.

MSRHS is a nurse-led service. Its purpose is to undertake comprehensive health assessments for newly arrived people with a refugee background; including commencement of immunisation catch up; referral to a general practitioner and other appropriate providers. The Service is a key contact point for hospital staff seeking information, resources or support when caring for a person with a refugee or asylum seeker background. The Services works collaboratively with other key stakeholders and the community through capacity building initiatives, education and research.

Organisational Structure

The organisational chart is available at <http://www.health.qld.gov.au/metrosouth/>

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 either of the Queensland Health Salary Packaging Bureau Service Providers - RemServ via telephone 1300 30 40 10 or <http://www.remserv.com.au> or SmartSalary via telephone 1300 218 598 or <https://qld.smartsalary.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 Metro South Health may be required to undertake a period of probation of six months (except for certain medical officers whose probationary period is 12 months) in accordance with Metro South's Probation Procedure WS.B.PR.2.3.

Duty Statement
Clinical Nurse
Refugee Health
Logan central Community Health Centre

- Have 2 years minimum experience in planning, co-ordination and implementing nursing care for people with a culturally diverse background
- Work under the direction of the Clinical Nurse Consultant, in a community based setting
- Undertake clinical functions within the scope of the Refugee Health Service
 - Coordination and implementation of assessment, planning and evaluation of person-centre care
 - Provide targeted health education to clients and families
 - Case manage clients with complex care requirements
 - Meet clinical practice standards in line with best practice guidelines
 - Commence immunisation catch up
 - Participate in the effective management of vaccines
- Update and maintain contemporary nursing knowledge and practice within the refugee health sector
- Participate in the identification, development and review of nursing policies and initiatives related to refugee health
- Co-operate with other clinical nurses in the development of strategic clinical programs and initiatives.
- Facilitate and monitor translation of policies and procedures into practice.
- Liaise and network with multidisciplinary service providers
- Preceptor new staff and students
- Represent CNC at meetings as requested.
- Participate in quality and research activities
- Establish and review mental health self-care plan
- Support Performance Appraisal and Development process and system by actively engaging in performance appraisal