

# Generic Role Description

## Registered Nurse

### Position details

<b>Title</b>	Registered Nurse	<b>Location</b>	
<b>Salary range</b>	In accordance with the current Enterprise Bargaining Agreement (EB) for Queensland Health Nurses and Midwives.	<b>Classification</b>	Nurse Grade 5
<b>Division</b>		<b>Branch/ Work Unit</b>	
<b>Reports to</b>		<b>No. Direct Reports</b>	
<b>Status</b>		<b>Leader Profile</b>	

### Your opportunity

The Department of Health (the Department) has a diverse set of responsibilities, and a common purpose of providing highly effective health system leadership. The Department is responsible for the overall strategic leadership and direction of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace.

### Our values

Our values are those of the Queensland public service.



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

Public health services are provided by 16 Hospital and Health Services (HHSs). Registered nurse positions are offered in all 16 HHSs, in a broad range of clinical settings.



## About the role

***Please note this is a generic role description for the purpose of graduate recruitment only. Upon successful interview and appointment, a role description specific to the relevant HHS and speciality will be available.***

### Generic Level Statement

A registered nurse (RN):

- a) provides nursing services within health service settings; and
- b) demonstrates competence in the provision of nursing care as specified by registration requirements, Nursing and Midwifery Board of Australia standards and codes, educational preparation, relevant legislation and context of care.

### Autonomy

A Nurse Grade 5 is a Registered Nurse who:

- a) Practises independently and interdependently.
- b) Assumes accountability and responsibility for own actions and delegation of care to enrolled nurses (ENs), assistants in nursing and other healthcare workers.
- c) Demonstrates evidence of increasing autonomy and exercises greater levels of professional judgement in the clinical environment as the employee moves from a beginner to an experienced practitioner.

### Context

The role of the Registered Nurse:

- Reports directly to the Nurse Unit Manager.
- Works directly with staff within their employed unit.

### Purpose

The purpose of this role is to provide contemporary evidence based consumer/person focused care, in collaboration with the interprofessional health care team to facilitate optimal health outcomes for the recipients of healthcare services and undertake delegated activities while assuming individual accountability for actions within the position and context of practice.

# Your key responsibilities

## Direct comprehensive care

- Fulfil the responsibilities of the role in accordance with Schedule 2, [Nurses and Midwives \(Queensland Health Award\) \(2015\)](#) – Generic Level Statements Nurse Grade 5.
- Accountable for own nursing practice, professional advice given and for activities delegated to a registered nurse, enrolled nurse or unregulated healthcare worker.
- Consolidate educational preparation and increase knowledge and skills while moving from beginner to experienced practitioner.
- Assess, plan, implement and evaluate nursing care in collaboration with individuals, peers and the healthcare team to achieve goals and outcomes.
- Respond appropriately to sudden alterations in the health status of the consumer – using comprehensive nursing or assessment and intervention skills.

## Support of systems

- Adhere to established guidelines, protocols, procedures, standards and systems of work as set out by the organisation, including contemporary human resource management requirements and practices such as workplace health and safety, equal employment opportunity and anti-discrimination policies.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in incident investigation and quality improvements to promote safe practice and/or rectify unsafe practice.

## Education

- Contribute to quality healthcare through lifelong learning and professional development of self and others.
- Provide health promotion and education to recipients of healthcare services and carers.
- Participate in performance and development planning activities.

## Research

- Participate in evaluative and local action research activities.
- Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services.

## Mandatory requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse (RN). Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of employment.

- 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 (Health Employment Directive No. 01/16):
  - Measles, mumps, rubella (MMR)
  - Varicella (chicken pox)
  - Pertussis (whooping cough)
  - Hepatitis B
  - Tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

## Additional information

- This position may require you to work continuous shift rotations and weekend work as per organisational business requirements.
- Pre-employment screening, including criminal history and discipline history checks, will be undertaken on persons recommended for employment.
- 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.
- On appointment to Queensland Health employees may be required to undertake a period of probation appropriate to the appointment.
- All relevant health professionals, who during 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.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Queensland Health aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.
- Queensland Health values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees must show respect for each other, visitors, the public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying.
- We are committed to building inclusive cultures in the Queensland public sector that respect and promote human rights and diversity. We encourage everyone to apply for our advertised roles, irrespective of gender, ethnicity, age, language, sexual orientation, and disability or family responsibilities. We recognise the value of diverse backgrounds, experiences and perspectives.

## How to apply

Applications for the Queensland Health Graduate Nursing and Midwifery Program must be submitted through the Queensland Government Nursing and Midwifery Graduate Portal at: [Old Health Nursing and Midwifery graduate program](#).