

# Role description

## Mackay Hospital and Health Service

### Role details

<b>Job ad reference</b>	QLD/523727	<b>Classification</b>	Nurse Grade 8
<b>Role title</b>	Nurse Practitioner (Frail Aged Service)	<b>Salary</b>	\$144,913 to \$151,292 p.a. \$5,554.50 to \$5,799.00 p.f. \$73.08 to \$76.30 p.h.
<b>Employment status</b>	Temporary Full Time (76 hours p.f.) and/or Temporary Part Time (hours negotiable) From date of appointment for up to 8 months	<b>Closing date</b>	Wednesday, 22 November 2023
<b>Unit / Team / Department</b>	Community Health	<b>Contact name</b>	Julie Minogue – Director of Nursing, Bowen Hospital
<b>Division</b>	Public Health and Rural Services	<b>Contact number</b>	07 4786 8202
<b>Facility</b>	Bowen Hospital		
<b>Location</b>	Bowen		

Applications must be submitted online via the Smartjobs website – [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

## Your employer – Mackay Hospital and Health Service

### Our values

The Mackay Hospital and Health Service (MHHS) provides a working environment which embraces professional development, builds capabilities, provides roles with variety and flexibility, supports staff to maximise their health and wellbeing and encourages work/life balance. To support that the MHHS is regarded as an employer of choice, staff have been consulted and selected four values they strive to demonstrate in their daily activities:



Through partnerships and co-operation, we drive innovation



Having confidence and belief in each other to be able to rely and depend on our actions



We show respect and compassion for the people we care for and work with



We depend on and support one another individually and as a team

*There is an expectation of each employee, by their colleagues, manager and the Executive, to exhibit values-based behaviours in the completion of all their tasks.*



## About the Mackay Hospital and Health Service

The MHHS is a contemporary organisation providing extensive health services in a range of regional, community and rural settings, to a population of around 182,000 people. Our region covers Sarina in the south, Clermont in the west, and Bowen and the Whitsunday Islands in the northeast, which is an area of approximately 90,000km<sup>2</sup>.

The MHHS has six hospitals, two multi-purpose health services and four community health centres that employs more than 3,700 staff. The Mackay Base Hospital is the referral hospital for our region and is one of the most modern healthcare facilities in Queensland. It is a state-of-the-art facility equipped with leading edge technology to assist us in providing the highest level of care to our patients and their families.

Our staff are passionate about community engagement and delivering outstanding healthcare services to the communities throughout our diverse region. Our Vision is to deliver Queensland's Best Rural and Regional Health Care, and our Purpose is to deliver outstanding health care services to our communities through our people and partners.

The MHHS respectfully acknowledges the Traditional Custodians of the land and sea on which we serve our communities, and pay our respect to Elders past, present and emerging. We also declare our commitment to reducing inequalities in health outcomes for Aboriginal and Torres Strait Islander peoples as we move to a place of equity, justice and partnership together. We strongly encourage Aboriginal and Torres Strait Islander peoples to apply for all advertised positions.

The MHHS values its people, respecting and embracing diversity and a balance between work and life commitments. People of all ages, abilities, gender and ethnicity are encouraged to apply for positions.

Working for the MHHS offers all the benefits of coast and country living and the convenience of a growing regional city where you can pursue a wide range of interests and lifestyles in a secure, family friendly and culturally diverse environment. We throw in eclectic cafes, restaurants and bars, quirky festivals and an arty and interesting community to make this a great place for those looking to escape the craziness of the city and try life at a different pace.

Visit: <http://www.mackay.health.qld.gov.au/>.

## About the Unit / Team / Department

The Bowen Hospital is a 20-bed inpatient ward, 3 oncology and 6 renal dialysis chairs and a 24/7 emergency department. The Hospital provides a service to the Bowen community with outreach of the allied health services to Collinsville Multipurpose Health Service.

The emergency department provides a Telehealth model to Bowen Residential Aged Care Facilities (RACF) to support afterhours clinical assessment. The Community Connected Pathways project multidisciplinary team will be employed by Mackay Hospital Health Service reporting operationally directly to the Bowen Hospital Director of Nursing/ Facility Manager and clinically to Director of Clinical Services.

## Your opportunity

To develop and lead a new model of care within the Connected Community Pathways (CCP) project nurse led multidisciplinary team. The CCP team will aim to reduce avoidable Emergency Department presentations and potentially preventable hospitalisations through timely assessment and intervention with combined telehealth and face to face consultations in the patient/client's usual residence/residential aged care facility (RACF). The CCP team will work collaboratively with Emergency Department Bowen Hospital, Queensland Ambulance Service (QAS), General Practitioners and other service providers of commonwealth funded services within the Bowen community.

This project will focus on residents, patients and clients within the Bowen community having access to timely clinical assessment and implementation of or modifying of treatment plans by the Nurse Practitioner through telehealth or face to face consultation in the patient/client's usual residence or residential facility. The Nurse Practitioner will be supported by a Clinical Nurse Consultant and will provide care, where practical, in collaboration with the patient/clients usual General Practitioner/ Medical Officer and in accordance with the patient/clients advanced care planning directives.

The CCP project team will work with the Bowen Hospital discharge team to facilitate RACF transfers and admissions, discharge planning for clients of home care services and provide a review service of discharged clients of commonwealth funded services in their home reducing failed discharges and hospital readmission.

## Autonomy

The employee is a registered nurse who is endorsed to practice as a Nurse Practitioner by the Nursing and Midwifery Board of Australia NMBA and who:

- a) Has clear authority for advanced scope of practice in an extended nursing role with autonomous decision-making.
- b) Works autonomously and collaboratively with the multi-disciplinary team.
- c) Exercises professional and clinical expertise in collaboration nursing and midwifery and multi-disciplinary stakeholders.
- d) Advanced level decision making.
- e) Partner with other health professionals to operationalise clinical and corporate governance requirements aligned with the defined scope of practice.

## Your role

### Generic responsibilities:

- Fulfil the responsibilities of this role in accordance with Schedule 2 of the *Nurses and Midwives (Queensland Health) Award State 2015*; and Generic Level Statements and Domains of Practice for Nurse Grade 7; and the Queensland Public Service and the MHHS Values as outlined above and <http://www.mackay.health.qld.gov.au/about-us/living-our-values/>.
- Understand your broad responsibility for safety and quality in healthcare, actively participate in continuous quality and safety improvement activities within the workplace and notify a relevant clinical or non-clinical responsible officer when concerns exist about workplace or patient safety.
- The provision of a Healthy and Safe environment within MHHS is everyone's responsibility.
- Carry out work in accordance with prescribed practices and procedures and in a manner that will not create health and safety hazards for yourself or others in the workplace. Understand your accountability to uphold the principles and practices of the Health Service's Health and Safety Management System in

accordance with legislation and industry standards. For supervisors, actively promote good health and safety practices to staff of your work area.

- Employees who are appointed to the MHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.

### **Role-specific responsibilities:**

- Project manage the initial phase of new service role out, develop policy, procedures, and referral processes to support delivery of the service.
- Establish networks and partnerships with all relevant stakeholders.
- Deliver high quality rapid response, clinical assessment, and initiate/modify treatment plans within aligned Residential Aged Care Facilities and Home Care services in collaboration with, where practical, the patients/clients General Practitioner/Medical Officer.
- Facilitate multidisciplinary team meetings, including with patient/client family members, to support ongoing collaborative patient centred care as per the patient/client's health goals and care wishes.
- Deliver high quality communication with service providers, residents, and key stakeholders in patient/client's care provision.
- As a nurse leader, autonomously manage the CCP team to deliver key project deliverables including regular reporting of project implementation and outcomes.
- Ability to provide clinical management and leadership through role modelling, mentoring and leading positive change; contribute to educational programs to enhance healthcare to the target population and lead coordination and flow for the patient centred care journey.

## **Domains of Practice**

### **DOMAIN 1 – DIRECT COMPREHENSIVE CARE OR PROVISIONS OF DIRECT CARE**

#### ***Accountability and Responsibility***

- Accountable for NMBA and own standards, actions and the outcomes of own nursing practice.
- Provide direct individual or group care for a complete occasion of service to a defined patient population within a scope of practice
- Accountable for practising in accordance with NMBA nurse practitioner registration standards
- Accountable for clinical practice, professional advice, and delegation of care.
- Work collaboratively with others to contribute to resource and health quality development.

#### ***Skills and Knowledge***

- Demonstrate advanced specialist/expert knowledge, experience and extended practice in a clinical specialty area.

#### ***Role in clinical care***

- Primarily provide direct expert nursing care for a specified population/group.
- Provide extended comprehensive assessment, history and physical examination
- Initiate, implement and monitor interventional therapies
- Prescribe medications, order, initiate and interpret diagnostic pathology and/or radiology
- Direct referrals to other healthcare professionals.

### **DOMAIN 2 – SUPPORT OF SYSTEMS**

#### ***Policies, protocols, guidelines and standards***

- Integrate key objectives from the strategic plan (facility/division, clinical service) into service delivery for a clinical unit/department.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set by the organisation.
- Coordinate, develops, implements, translates and evaluates clinical practice standard guidelines, procedures and protocols using an evidence-based approach.
- Advise and contribute to the application of information systems to improve clinical practice environment inform decision-making.

#### ***Quality/Safety/Risk management***

- Maintain the safety of recipients of healthcare services and staff by fostering safe work standards within the clinical practice environment.
- Consult with and provide expert nursing advice to achieve integrated care within health services.
- Contribute to the implementation of a quality and risk management frameworks to improve quality of care and work environment.
- Promote and support a culture of continuous quality improvement.
- Respond to emerging trends in healthcare services in consultation with others relevant stakeholders.
- Responsible for compliance with legal requirements governing healthcare and professional standards relevant to the defined scope of practice.

#### ***Mentorship/Reporting lines***

- Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to registered nurses, enrolled nurses and members of multi-disciplinary team.
- Provide clinical supervision, mentorship and professional leadership to nurse practitioner student/candidate, registered nurses/and enrolled nurses.
- Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth.

#### ***Management***

- Demonstrate effective management of services and/or specific portfolio.
- Participate in the implementation and evaluation of systems and processes to foster the development of a positive facility/service culture and values, and optimum standards of practice and performance.
- Contribute clinical expertise for the management of assets and equipment.
- Participate in implementing, evaluating and reporting on health services, policies, practices, outcomes and performance targets.

#### ***Change Management***

- Facilitate change management.
- Participate in change management including innovation, monitor and report on the impact of change within the scope the position and service.

### **DOMAIN 3 – EDUCATION**

- Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building.
- Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing workforce.
- Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position.

- Promote engagement by self and others in professional development and maintains own professional development portfolio.

#### DOMAIN 4 – RESEARCH

- Engage in quality initiative and research projects to inform practice change.
- Use contemporary information, research evidence, personal knowledge and experience to support decision making.
- Contribute to the development of unique body of knowledge and translates it into practice.
- Action policy and evidence-based research for application.

#### DOMAIN 5 – PROFESSIONAL LEADERSHIP

- Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education and research.
- Participate in innovation and change to develop responses to address emerging service needs.
- Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partner/bodies.
- Lead and coordinate a nursing/ team and/or healthcare team and oversees and provide clinical support and leadership.

### Mandatory qualifications / Professional registration / Other requirements

- **Qualification:** A Nurse Practitioner Masters level qualification is mandatory for this position. Masters in Aged Care and/or Emergency Nursing would be highly desirable.
- **Qualification:** Bachelor of Nursing or equivalent certification relevant to the position is mandatory.
- **Professional Registration:** Possession and Maintenance of Registration as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA) is mandatory for this role.
- **Post-Graduate Experience:** Minimum of one-year post-graduate experience is mandatory for this role.
- **Credentiailling:** Required to complete credentiailling at commencement of their role by the MHHS.
- **Supporting Documentation:** For the purposes of Criminal History checking, applicants must provide copies of any identification documents that are requested by the hiring manager during the recruitment process. In addition, applicants must provide copies of any qualification, registration and/or licence documents that are requested by the hiring manager. All requested documents must be certified by a Justice of the Peace or a Commissioner for Declarations.
- **Criminal History Clearance – Aged Care:** Possession of a current National Police Certificate from the Queensland Police Service is mandatory. If a current National Police Certificate is not held by the applicant, they **cannot commencement duty** with the MHHS until this is obtained. MHHS will meet the cost of and facilitate obtaining this check for the applicant.
- **Work Hours:** The incumbent will be required to work weekends in accordance with the unit roster.
- **Licence to Operate Vehicle:** The incumbent may be required to operate a class C motor vehicle, therefore possession of the appropriate licence endorsement to operate this type of vehicle is required.
- **Travel:** The incumbent may be required to travel throughout the MHHS district.
- **Vaccination Requirements (Vaccine Preventable Diseases):** It is a mandatory condition of employment for this role for the incumbent to be, and remain, vaccinated against Measles, Mumps, Rubella, Varicella (chicken pox), Pertussis (whooping cough) and Hepatitis B. This is a requirement of the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines. Employees that were engaged with the MHHS prior to 1 July 2016, with no break in service, 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 (i.e. one HHS to another HHS). Evidence of vaccination will be required prior to commencement.

## 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, the ideal applicant will be someone who can demonstrate the following:

- Demonstrated application of expert clinical evidence-based skill and knowledge in preferentially Primary Care with interest/experience in Gerontology or Elderly Persons. Emergency Department with primary care experience interest/experience would also be considered as advantageous skill set.
- Demonstrated personal and professional accountability and adherence to the Code of Conduct for the Queensland Public Service and practices within the Nursing and Midwifery Board competency domains for a Nurse Practitioner.
- Commitment to meeting the organisational goals and values of the MHHS.
- Demonstrated strong leadership to motivate the multidisciplinary team to achieve agreed key performance indicators and outcomes within designated timeframes.
- Demonstrated leadership to influence a positive team culture and achieve active collaboration across multidiscipline services.
- Ability to promote professional development for others and maintain own professional development portfolio.
- Maintain effective and respectful working relationships with colleagues and demonstrates high level negotiating skills to enhance cooperative workplace interactions and manage conflict in the workplace.
- Demonstrate advanced ability to coordinate clinical care in the work unit and provide a safe environment through professional supervision, direction and delegation to staff.
- Actively contribute to quality health care and the nursing profession by facilitating team participation in lifelong learning, research activities, clinical audits and the continued development of clinical expertise and practice.

### Communication

- Demonstrate effective and consistent communication across primary, secondary and tertiary care providers utilising multi-modal communication platforms
- Demonstrates highly developed ability to communicate relevant, prompt and accurate information in all methods of communication.
- Demonstrates a highly developed ability to establish and maintain skills in interpersonal and therapeutic relationships with health consumers.

### Service to Patients/Clients

- Is committed to the delivery of high-quality care and service in accordance with the National Safety and Quality Health Service Standards.

## Your application

Please provide the following information to the Selection Panel to assess your suitability:

- **A short response/cover letter:** Document should be a maximum of 2 pages and outlines how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes in the 'How you will be assessed' section above.

- **Your current CV or resume:** Document that includes 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 or past supervisor.

## Additional information

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- **Recruitment Agency Submissions:** Only applications from candidates will be accepted; applications that may result in an agency fee will not be considered.
- **Future Vacancies:** Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** 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.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Child Abuse/Neglect:** 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.
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment:  
<https://www.forgov.qld.gov.au/documents/policy/lobbyist-disclosure>
- **Disclosure of Pre-Existing Illness:** Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the *Workers' Compensation and Rehabilitation Act 2003*:  
<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027>
- **Smoke-free Healthcare:** In accordance with Government requirements and Queensland Health's commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program Quit Smoking for Life Program.
- **Quantitative Fit Testing of P2/N95 Masks:** As part of the ongoing response to COVID-19, the MHHS has implemented a respiratory protection program with procedures and processes for conducting fit testing of P2/N95 masks for relevant healthcare workers.



# Organisational chart

