Generic Role Description
Graduate Registered Nurse or Graduate Midwife

Position details

<table>
<thead>
<tr>
<th>Title</th>
<th>Location</th>
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<tbody>
<tr>
<td>Graduate Registered Nurse or Graduate Midwife</td>
<td>Classification Nurse Grade 5</td>
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<tr>
<td>Salary range</td>
<td>In accordance with the current Enterprise Bargaining Agreement (EB) for Queensland Health Nurses and Midwives.</td>
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<tr>
<td>Division</td>
<td>Branch/Work Unit</td>
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<tr>
<td>Reports to</td>
<td>No. Direct Reports</td>
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<td>Status</td>
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The Department of Health

The Department of Health has a diverse set of responsibilities, and a common purpose of creating better health care for Queenslanders. The department is responsible for the overall management 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.

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

Customers First  Ideas into action  Unleash potential  Be courageous  Empower people

Currently there are 122 public and 109 private hospitals operating throughout Queensland. Public services across the state are apportioned into 16 Hospital and Health Services (HHSs).
Graduate Registered Nurse and Midwife positions are offered in all 16 HHSs, in a variety of clinical specialties.

**About the role**

**Generic Level Classification Statement**

A registered nurse (RN) or midwife:

a) Provides nursing or midwifery services within health service settings; and

b) Demonstrates competence in the provision of nursing or midwifery 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 RN or midwife 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 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 beginning to an experienced practitioner.

**Context**

The role of the RN or midwife:

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

**Purpose**

To provide contemporary, evidence-based care, focused on the consumer. In collaboration with respective healthcare teams, you will be accountable for your actions within the position and context of practice. Ultimately facilitating optimal health outcomes for recipients of healthcare services.
Recruit for fit

Organisational fit

The Department of Health recognises that organisational success is driven by excellence in leadership and management. The five success factors below have been identified as most relevant to success within the Department of Health.

A Graduate Registered Nurse or Midwife is expected to embrace and model behaviours that achieve these success factors and develop an organisational culture enables the Department of Health to meet its current and future strategic objectives.

Role fit

The key accountabilities for the Graduate Registered Nurse or Midwife role are:

- Assume responsibility and accountability for own actions.
- Act to rectify unsafe nursing practice and/or unprofessional conduct.
- Provide appropriate delegation and supervision of nursing care to ENs, unregulated care providers and less experienced staff.
- Fulfil the responsibilities of the role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) – Generic Level Statements Nurse Grade 5.
- Practice in accordance with the code of ethics, professional standards and legislation affecting nursing practice by maintaining current knowledge and competence within scope of position.
- Contribute to positive patient outcomes by:
  - leading the assessment, planning and evaluation of nursing or midwifery care in collaboration with the patient and/or their family and the health care team.
  - adhering to established guidelines, protocols and procedures; working within scope of practice.
  - supporting, maintaining and improving systems that promote patient quality and safety.
  - developing, in partnership with women, individualised care plans for antenatal, postnatal and intra-partum care (midwives only).
- counsel in health and education for the woman, family and community (midwives only).

- Respond appropriately to sudden alterations in the health status of the consumer – using comprehensive nursing or midwifery assessment and intervention skills.

- Provide teaching to both consumers and their families to facilitate learning, enabling them to move towards independence.

- Support an evidence-based learning environment and participate in learning opportunities for self and others.

- Participate in performance and development planning activities.

- Integrate organisational policies and guidelines with professional standards by maintaining current knowledge and participating in relevant policy review.

- Demonstrate clinical skills and problem-solving relevant to the care of consumer within the clinical area.

- Utilise communication processes and systems which enhance consumer care, delivery and unit functioning.

- Collaborate with the interprofessional healthcare team to promote the safety, security and personal integrity of individuals and groups.

- Comply with and utilise procedures, policies, regulations and standards which impact upon position – including contemporary human resource management requirements and practices such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

- Participate in activities to achieve unit performance indicators, continuous quality improvement and meet relevant standards.

- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.

- Fulfil the responsibilities of this role in accordance with the five (5) Queensland Public Service Values.
Mandatory requirements

The Graduate Registered Nurse or Midwife must adhere to the following qualifications, professional registration and other requirements:

- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse, Registered Midwife or dual degree, as applicable. The possession of a current annual licence certificate is mandatory and must be provided before commencing employment and annually.

- This position may require you to work continuous shift rotations and weekend work as per departmental business requirements.

- Ensure timely completion of mandatory training and professional requisites.

- Employees of Queensland Health have an obligation under the Public Health Act 2005 s.151(1) to take reasonable precautions and care to minimise risk of infection to other persons.

- Hepatitis B vaccination or proof that an individual is not susceptible to hepatitis B is a condition of employment for all Queensland Health employees (existing and new) who have direct contact with patients, or who in the course of their work, may be exposed to blood/body fluids or contaminated sharps. Failure to comply with this mandatory requirement will lead to disciplinary action.

- It is a condition of employment for this role for the employee to be, and remain, vaccinated/immune against the following Vaccine Preventable Diseases (VPD) during their employment: measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough), hepatitis A.

- A VPD Evidence Form must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

- Staff that enter clinical areas (e.g. inpatient units, outpatient units, procedural suites) and/or undertake direct contact with patients or a patient’s environment, or work in areas where there is an infection control risk (e.g. food handling areas), must always be bare below the elbows whilst in these areas. Failure to comply with this mandatory requirement may lead to disciplinary action.

- Aged care check: Potential applicants are advised that the Aged Care Act 1997 requires Queensland Health employees and volunteers of aged care services to have a current National Police Certificate. Queensland Health will facilitate the applicants obtaining the above check.

- Aged care – key personnel check: Potential applicants are advised that section 63-1A of the Aged Care Act 1997 requires Queensland Health to: (a) Seek a criminal conviction record report from the Australian Federal Police; (b) Conduct a search of bankruptcy records; and (c) Conduct previous employment and referee checks”. Your appointment to the position is subject to a favourable aged care service clearance. Queensland Health will meet the cost of this check.
Employee obligations

- It is a mandatory condition of employment in this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment as per Queensland Health HR Policy B1.

- 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 appointed to Queensland Health 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, Child Safety and Disability Services.

Occupational Health and Safety

The Department of 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.

Disclosure of any pre-existing injury or medical condition


Respect in the Workplace

The Department of 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 of the Department must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. The Department of Health is an equal opportunity employer.

To demonstrate support for a safe, secure and supportive workplace, the Department of Health has been recognised by White Ribbon Australia as a White Ribbon accredited workplace.

Additional information

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.
Discover more about employment at the Department of Health, our people and opportunities to join our team on the webpage at: [www.health.qld.gov.au](http://www.health.qld.gov.au)

This page also provides information on how we meet our privacy obligations. To reflect the diversity within the communities and people we support and serve, we seek to hire a workforce that is both representative and diverse. With a focus on inclusion, accessibility and flexibility, we are committed to supporting you in your career with us.

**Diversity and inclusion**

As an Equal Employment Opportunity employer, we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

**Further information**

- Applications will remain current for 12 months or for the duration of the vacancy.
- 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.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- 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: [https://www.forgov.qld.gov.au/documents/policy/lobbyist-disclosure](https://www.forgov.qld.gov.au/documents/policy/lobbyist-disclosure)
- Late applications cannot be submitted online.

**How to apply**