

Role Description

Nurse Unit Manager – Special Care Nursery

Job ad reference:	RBH637464		
Location*:	Herston	Unit/Department:	Neonatology & Support Services Women's and Newborn Services (WNS), Royal Brisbane and Women's Hospital (RBWH)
Status:	Permanent Full-time	Classification:	Nurse Grade (NG) 7
Salary Range:	\$132,562 - \$143,924 per annum (plus superannuation and leave loading benefits)	Closing Date:	Thursday, 12 June 2025
Contact name:	Sarah Molloy Assistant Nursing and Midwifery Director, Neonatology and Support Services, WNS	Contact number:	0460 295 071
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

About the Role

Generic Level Classification Statement

Registered Nurse who:

- Is appointed to an advanced practice nursing position; and
- Demonstrates a specialised clinical expertise and/or specialised skill set.

Autonomy

The Nurse Grade 7 is a Registered Nurse who:

- Demonstrates an advanced level of autonomous clinical and professional practice.
- Demonstrates an advanced level of decision-making in collaboration with a multi-disciplinary team.
- Undertakes operational leadership.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise in collaboration with nursing and multi-disciplinary stakeholders.
- Takes responsibility for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development.

Purpose of the role

The purpose of this role is to demonstrate accountability at an advanced practice level for leadership, effective coordination, efficient management, and for the monitoring and development of nursing standards of practice within the Special Care Nursery (SCN).

Context and Delegations

- This role reports directly to the Assistant Nursing and Midwifery Director, Neonatology and Support Services.
- This role will supervise the nursing staff within the Special Care Nursery.
- This role has the responsibility for *Schedule 8 Safe Manager* and *Medicine Store Manager* as per the Medicines and Poisons (Medicines) Regulation (MPMR).
- This role holds Band 8 HR Delegations.
- This role holds Band 9 Finance Delegations.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies:

- Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) - Generic Level Statements (GLS) Nurse Grade 7 and the Queensland Health and Metro North Health's commitments and values, in achievement of the organisational goals and Domains of Practice.
- Practice in accordance with code of ethics, professional standards and legislation affecting nursing practice by maintaining current knowledge and competence within scope of position.
- Lead and coordinate a nursing team and/or healthcare team and oversee and provide clinical support or relevant expertise.
- Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services.
- Demonstrate advanced knowledge and application of contemporary nursing practice and theory and accountability for outcomes and achievement of service performance targets for the Special Care Nursery.
- Monitor standards of nursing practice and nurse sensitive indicators, and lead quality improvement activities, research, and education in alignment with the Special Care Nursery and nursing professional stream strategic direction to ensure high standard of consumer/patient centred care.
- Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building and application of the principles of succession management and mentoring to involve colleagues in ongoing career development and growth.
- Participate in and manage the performance and development planning of self and staff reporting to the position.
- Lead the application and evaluation of contemporary human resource, material and financial management principles, including the Business Planning Framework and Nurses and Midwives Award provisions.
- Integrate organisational policies and guidelines with professional standards by maintaining a current knowledge and leading relevant policy review.
- Undertake, and participate in ethical decision making in the achievement of organisational goals.
- Comply with legislation and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as workplace health and safety, equal employment opportunity and anti-discrimination policies.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

About Women's and Newborn Service (WNS)

WNS at RBWH provides secondary, tertiary, and quaternary services for women and neonates across Queensland and Northern New South Wales. As a level six (6) facility (Clinical Capability Service Framework), WNS provides specialised clinical services across Maternity, Gynaecology, Gynaecology Oncology and Neonatal care. This service is dedicated to delivering contemporary family centred care underpinned by a framework of consumer engagement, research, education, safety, and quality.

WNS averages 5000 births per year, provides 65,000 Occasions of Service through the Maternity Outpatients Department and 17,500 occasions of service through the Gynaecology Outpatients Department.

WNS plays a major role in education programs for health professionals. Our health professionals deliver services and care through interdisciplinary models of care and have partnerships with a range of tertiary education facilities. This is reflected in a professional practice environment where WNS Nurses and Midwives are integral to care delivery.

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the "Key Accountabilities". The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, builds culturally responsible rapport and constructive relationships while acting with diplomacy and tact and communicates effectively to encourage open expression of ideas and interest, and manages conflict in line with target group needs and principles of natural justice.
- **Teamwork** – collaborates effectively to gain trust, foster team interaction, maximise support and acknowledge the contribution of others, considers strategies to support career progression within a culture of development where differences are valued and supported.
- **Compassion** – identifies opportunities to build capacity to address consumer expectations, undertakes self-reflection, considers ambiguity and modifies behaviour to proactively and constructively address risk, crises and change while exhibiting confidence and a positive attitude
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health's vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – applies the principles of sound and ethical decision making in addressing issues, supporting others, and monitoring and evaluating evidence and results, takes personal responsibility for decisions and the achievement of ideas to fruition despite expressed differences.

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Registered Nurse. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of employment.
- Whilst not mandatory, possession of a relevant post graduate qualification (i.e. Graduate Certificate, Graduate Diploma, Masters Degree) or evidence of enrolment in such a program is highly desirable.
- Whilst not mandatory, previous experience working in a special care nursery will be well regarded.
- 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
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- This position is required to travel and work across Metro North Health facilities/directorates.
- The incumbent is required to operate a motor vehicle and as such, a current 'C' class licence must be provided.

Annual Mandatory Training Requirements

- Basic Life Support (BLS)
- Fire Safety – General evacuation instructions and first response evacuation
- Patient Handling Techniques
- Cytotoxic Safety (Category 1)
- Supporting All Families Everyday (SaFE)
- Infection Control
- BloodSafe® – Clinical Transfusion Practice

How to apply

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

1. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have 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 CV or Resume.

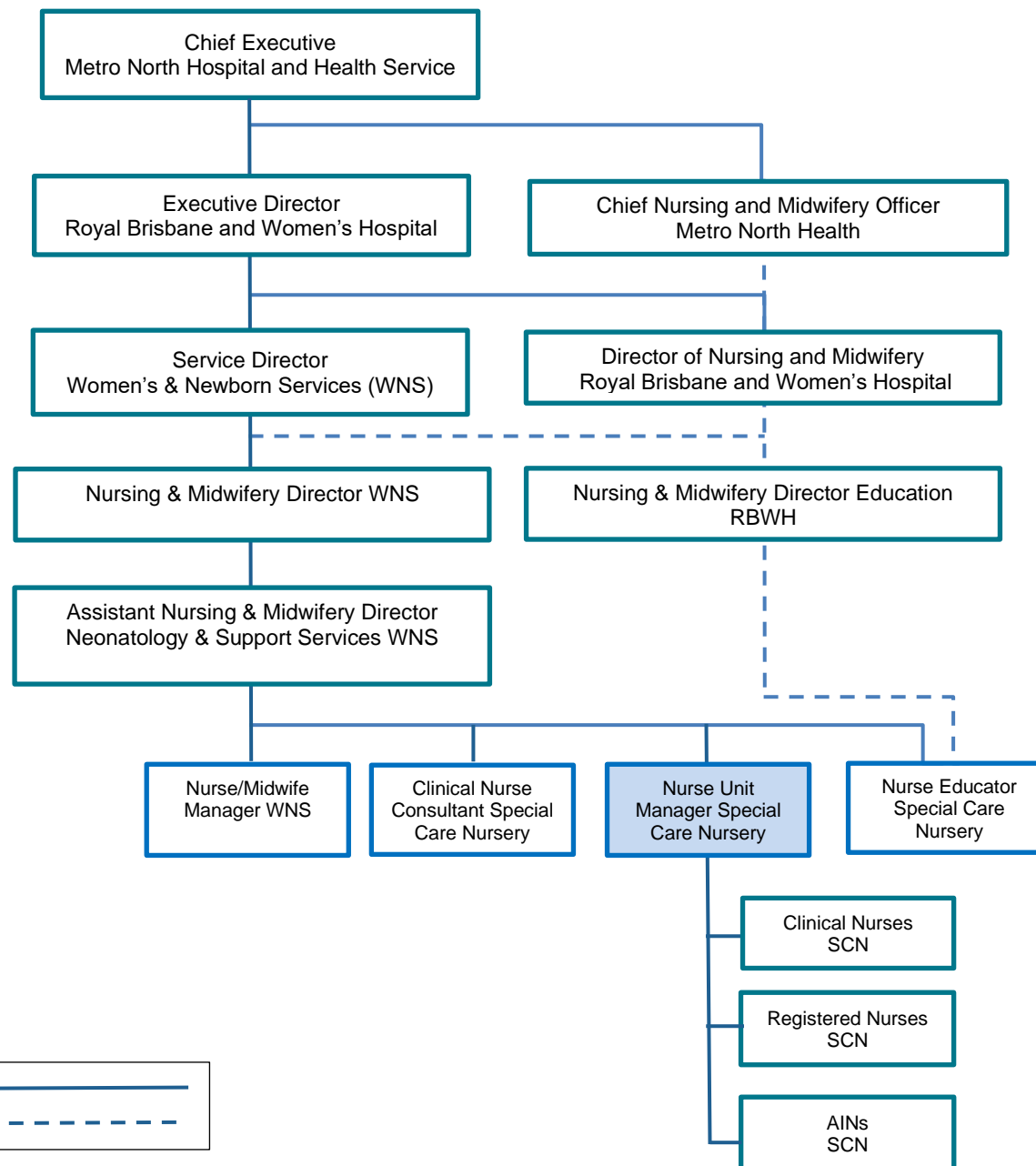
And

2. **A short statement (maximum 2 pages) -** Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Team Structure



Operational
Professional

Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) 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.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

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)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

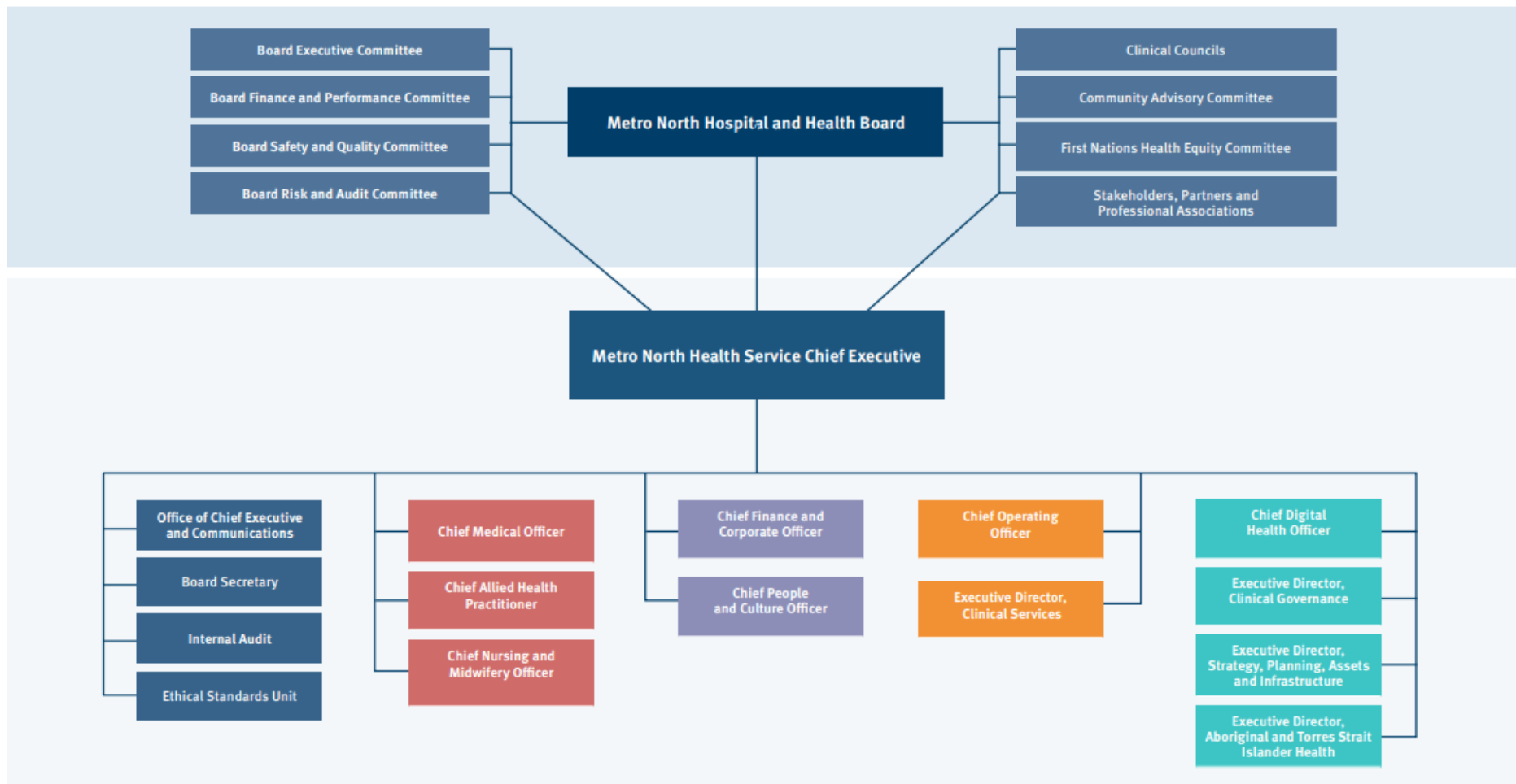
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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 (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional 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.
- 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.
- 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. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- 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/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- Employees who are 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:
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- 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.

Metro North Health Executive Structure



EFFECTIVE DATE: 08/2023

Version 5 Effective: January 2024 Review: January 2025

Metro North
Health



Queensland
Government