

Role Description

Clinical Nurse Clinical Facilitator Neonatal Intensive Care Unit

Job ad reference:	RBH656920		
Location*:	Herston	Unit/Department:	Neonatal Intensive Care Unit, Women's and Newborn Services, Royal Brisbane and Women's Hospital (RBWH)
Status:	Permanent Full or Part time Minimum 48hrs/fortnight	Classification:	Nurse Grade (NG) 6 Band 1
Salary Range:	\$54.44 - \$58.30 per hour \$107,960 - \$115,604 per annum (full time) (plus, superannuation and leave loading benefits)	Closing Date:	Sunday, 14th September 2025
Contact name:	Donna Hovey Acting Nurse Unit Manager, Neonatal Intensive Care Unit	Contact number:	(07) 3646 8141
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:

- a) Provides nursing services in health service settings; and
- b) Is responsible for a portfolio with a focus on clinical care/leadership, management, education and/or research.

The activities required of roles at this level are predominantly clinical in nature, but also provide support to a Nurse Grade 7 or above in management activities.

Autonomy

The Nurse Grade 6, Band 1 is a registered nurse who:

- a) Practices autonomously.
- b) Provides leadership in clinical decision making to give and/or coordinate care to particular recipients of healthcare services.
- c) Assumes responsibility for professional leadership for a ward, service, or unit in the absence of the Nurse Grade 7.
- d) Applies critical thinking across all domains.

Purpose of the role

The purpose of this role is to:

- Provide expert clinical knowledge and clinical care for consumers/patients in the Neonatal Intensive Care Unit with a variety of conditions and supports the general function of the unit through role modelling and application of the principles of best practice, education, leadership, and portfolio management.
- Provide training, development, and education from an operational perspective, in consultation with the Nurse Educator, Clinical Nurse Consultant and Nurse Unit Manager, to build nursing workforce capacity and promote a culture of learning in the clinical environment.

Context and Delegations

- This role reports directly to the Nurse Unit Manager, Neonatal Intensive Care Unit
- This role has a professional reporting line to the Neonatal Nurse Educators.
- This role will work directly with staff within the Neonatal Intensive Care Unit, Women's and Newborn Services.
- This role has no financial or human resource 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 6 Band 1 and the Queensland Health and Metro North Health's commitments and values, in achievement of the organisational goals and Domains of Practice.
- Practice is in accordance with code of ethics, professional standards and legislation affecting nursing practice by maintaining current knowledge and competence within scope of position.
- Integrate nursing and health care knowledge, skills, and ability by supporting an evidence-based learning environment and participating in learning activities/opportunities for self and others.
- Deliver cost effective workplace training, development, and education to nurses/midwives within the clinical environment in conjunction with the relevant Nurse Educator and Nurse Unit Manager, which may include work unit induction, transition of staff, work unit assessments, mandatory and requisite skills training, and maintenance of training records.
- Deliver an advanced standard of consumer/patient centred care including assessment, planning, implementation, and evaluation by using clinical nursing expertise.
- Respond appropriately and provide support and direction to manage all aspects of care including sudden alterations in the health status of the consumer/patient/resident using advanced nursing assessment and intervention skills.
- Integrate organisational policies and guidelines with professional standards by maintaining a current knowledge and participating in relevant policy review.
- Undertake and participate in ethical decision making in the achievement of organisational goals.
- Practice collaboratively and provide clinical leadership within the interprofessional health care 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.

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 specialties 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)

Women's and Newborn Service (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 plays a major role in education programs for health professionals. Our health professionals deliver services and care through interprofessional 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.

The Neonatal Intensive Care Unit is part of the WNS and is designated as a Level 6 facility under the Clinical Capability Service Framework. It provides specialised care to very premature and critically unwell neonates. Admissions to the unit occur via Birth Suite, Operating Suite, and NeoRESQ (neonatal retrieval services)

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 would be desirable.
- Previous experience working in a CSCF 6 Neonatal Intensive Care Unit 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 may be required to travel and work across Metro North Health facilities/directorates.

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
- Neonatal Resuscitation - Advanced

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.

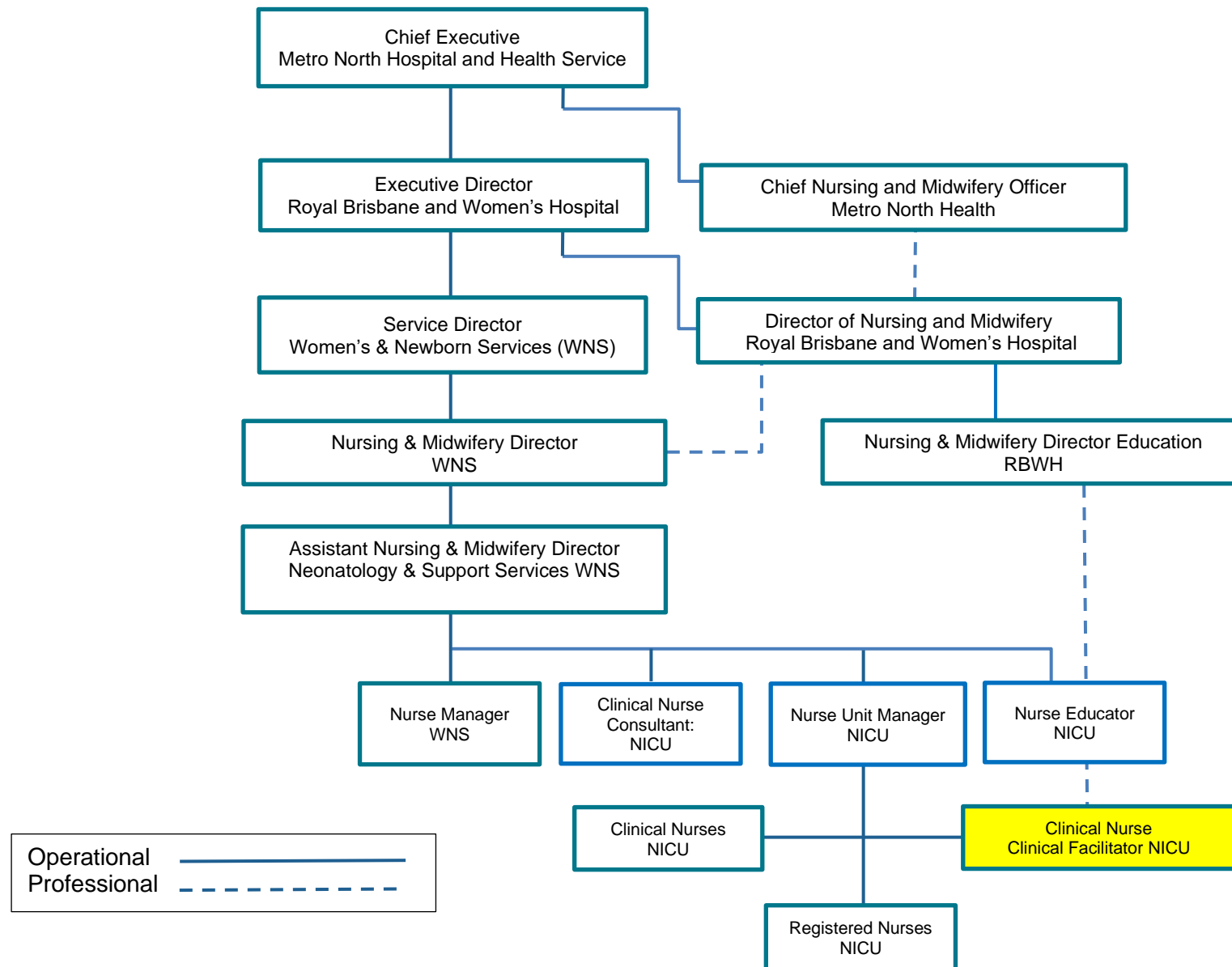
And

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



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

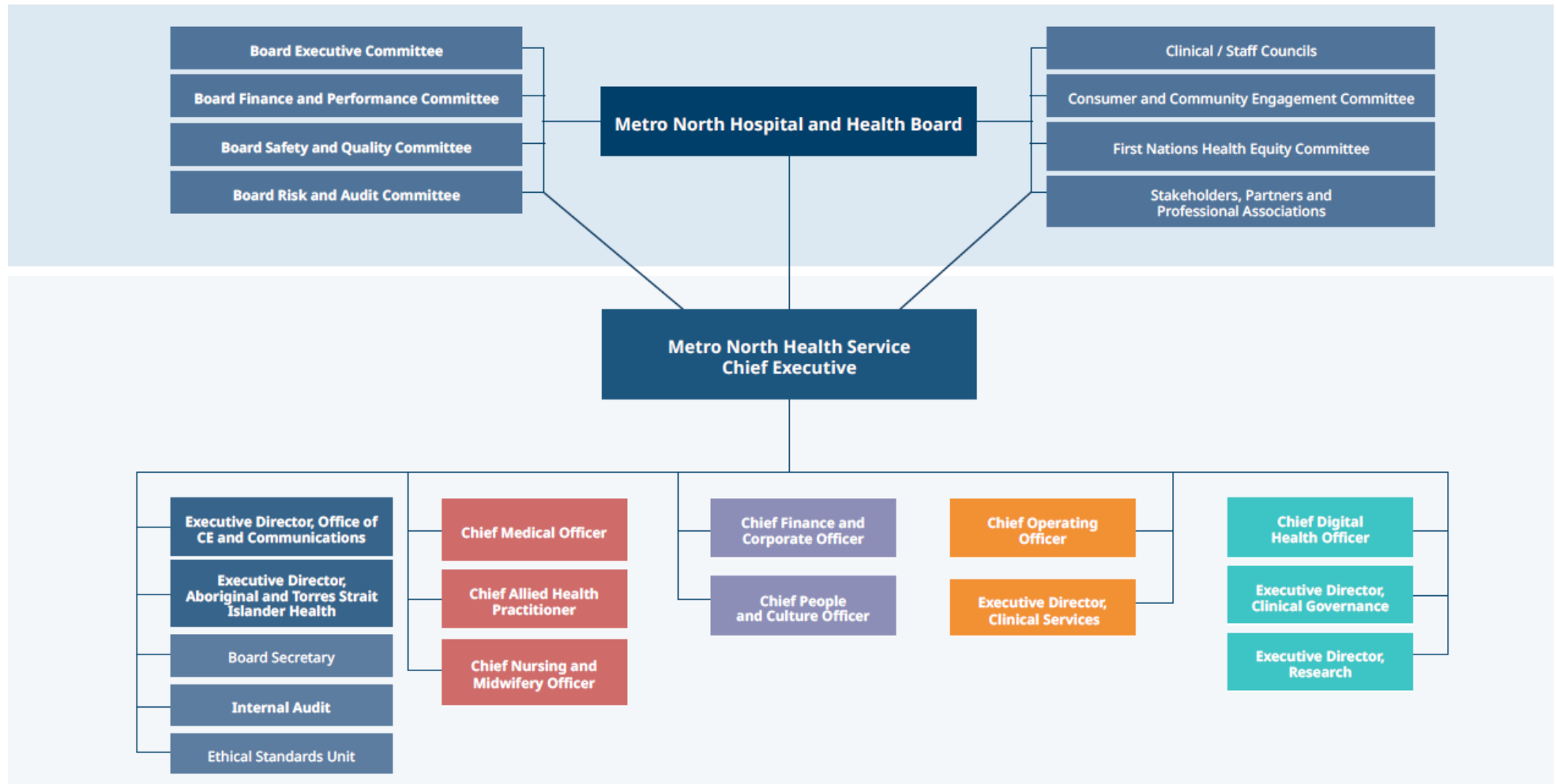
All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

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: 07/2025

Version 5 Effective: January 2024 Review: January 2025

Metro North
Health



Queensland
Government