

# Role Description

## Registered Nurse - Research Internship

|                                                                                                                                 |                                                                                                                |                         |                                                                |
|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------------------------------------------|
| <b>Job ad reference:</b>                                                                                                        |                                                                                                                |                         |                                                                |
| <b>Location*:</b>                                                                                                               | Metro North Health                                                                                             | <b>Unit/Department:</b> | Queensland University of Technology (QUT) & Metro North Health |
| <b>Status:</b>                                                                                                                  | Fixed Term Temporary<br>Part Time<br>0.2FTE (16hrs/fortnight)<br>2025, for 12 months                           | <b>Classification:</b>  | Nurse Grade (NG) 5                                             |
| <b>Salary Range:</b>                                                                                                            | \$ - \$<br>(plus, superannuation and leave loading benefits)                                                   | <b>Closing Date:</b>    |                                                                |
| <b>Contact name:</b>                                                                                                            | Clint Douglas<br>Professor, QUT School of Nursing<br>Or<br>Alanna Geary<br>Chief Nursing and Midwifery Officer | <b>Contact number:</b>  | (07) 3138 3896<br><br>(07) 3646 7425                           |
| <b>Online applications:</b> <a href="https://metronorth.smartygrants.com.au/QUT">https://metronorth.smartygrants.com.au/QUT</a> |                                                                                                                |                         |                                                                |

\* 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

A Registered Nurse who:

- Provides nursing services within health service settings; and
- Demonstrates competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

### Autonomy

A Nurse Grade 5 is a Registered Nurse (RN) who:

- Practises independently and interdependently.
- Assumes accountability and responsibility for own actions and delegation of care to Enrolled Nurses, Assistants in Nursing and Healthcare Workers.
- 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.

### Purpose of the role

The purpose of this role is to undertake a one-year research project working collaboratively with a QUT Research Mentor to build the nurse's research capacity.

## Context and Delegations

- This role reports directly to their current line manager.
- This role will professionally report to the QUT Research Mentor.
- This role will work directly with staff within QUT and Metro North Health.
- This role has no direct financial and 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 5 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.
- Ability to outline a proposed research question or proposal which will demonstrate a commitment to the Metro North Research Strategy 2023-2027.
- Ability to participate in the following activities throughout the internship:
  - Attend individual mentoring sessions with the allocated QUT Research Mentors.
  - Complete an orientation session at the commencement of the internship.
  - Attend an intensive one-day education session.
  - Complete a library services and literature review training day.
  - Undertake a minimum of one week, and a maximum of two weeks, block intensive to complete all final written submissions.
- Ability to demonstrate the following at the completion of the internship:
  - Publish one academic publication (or at least submitted and under review) in a peer reviewed academic journal and present research outcomes.
  - Submit at least one national or international conference presentation (either completed or accepted) at a highly regarded professional conference.
  - Develop and submit a completion report.
  - Contribute to Metro North Health Research news story and promotion materials for future cohorts.
- Support an evidence-based learning environment and participate in learning activities/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 commitment to continuous quality improvement and best practice principles to optimise consumer/patient centred care and organisational outcomes.
- Consult with others in delegation activities, and contribution to effective clinical care outcomes and the maintenance of a safe of environment.
- Utilise communication processes and systems which enhance consumer/patient care delivery and unit functioning.
- Practise collaboratively with the interprofessional health care team to promote the safety, security and personal integrity of individuals and groups.
- Undertake, and participate in ethical decision making in the achievement of organisational goals.
- 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 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:

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

### About the Research Internship

The QUT-Metro North Health Nursing and Midwifery Intern Scholarships enable Nurses and Midwives to undertake research under the guidance of a QUT Nursing Researcher. Participants will work collaboratively with a QUT Nursing or Midwifery Research Mentor to advance the current nursing and midwifery research agenda. These scholarships will enable the nurse or midwife to be “off-line” one day a week for 12 months to undertake a project in partnership with QUT.

These Research Intern positions are open to Nurses or Midwives interested in pursuing research now and into the future, working alongside an experienced researcher. The scholarships will support the career and professional development for Nurses and Midwives who have either never undertaken research or have been involved previously in research but never had the opportunity to actively pursue it.

### 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, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times.
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services.
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients.
- **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** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

### 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 (RN). 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 highly desirable.
- This position must be a current Metro North Health employee (either full-time or part-time, temporary or permanent) with a Nursing and/or Midwifery appointment for the duration of the one-year internship and have a minimum of 3 years post-graduate experience.
- 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

### How to apply

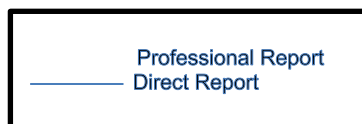
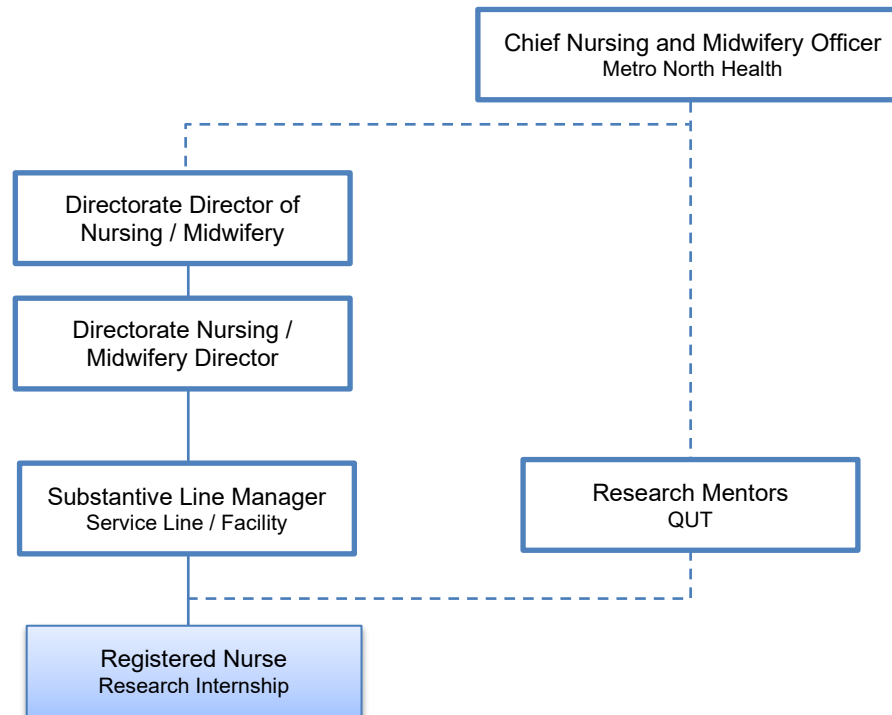
Please provide the following information to the panel to assess your suitability:

- **Complete the online application form** including applicant details and a research internship proposal. A PDF version of the application form is available on request by emailing the Metro North Health Research Grants Development Manager at <https://metronorth.smartygrants.com.au/QUT>
- **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a 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.

### Instructions on how to apply

- Submit your application online at <https://metronorth.smartygrants.com.au/QUT> 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 2<sup>nd</sup> 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.

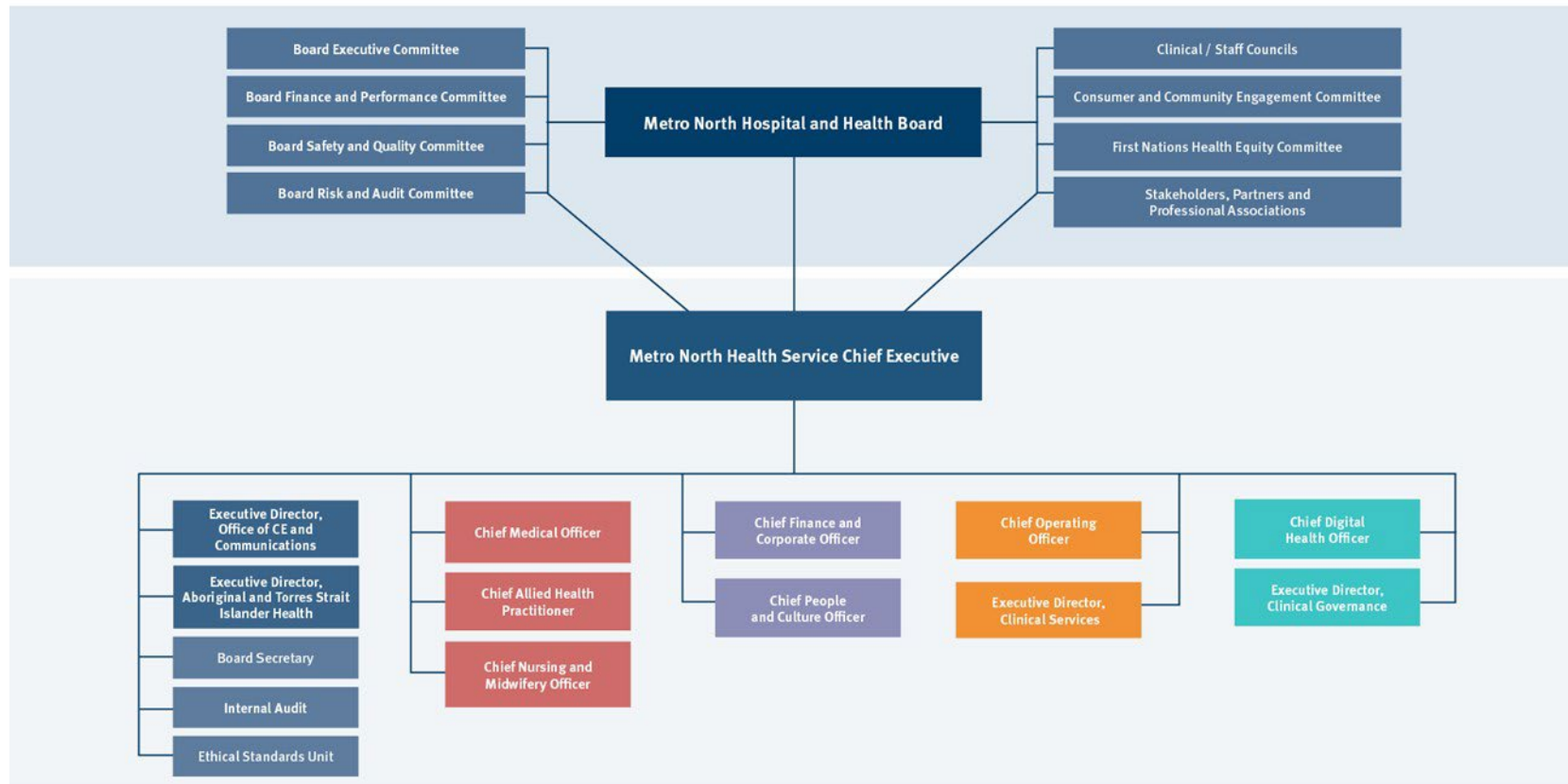
Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, 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](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: 02/2025

Metro North  
Health



Queensland  
Government