



Clinical Nurse – HOMES (Identified)

Job Ad Reference:	MS09690228		
Status:	Temporary Full-time Backfill Opportunities <i>(Future vacancies of a temporary, full time or part time nature may be accommodated within this role)</i>		
Unit/Department:	Southern Queensland Centre of Excellence (SQCOE) in Aboriginal and Torres Strait Islander Primary Health Care, Aboriginal and Torres Strait Islander Health		
Location:	Wirraway Parade, Inala, Metro South Health <i>(Please note from time to time this position may be required to work at several other Government and Non-Government facilities located across Metro South Health)</i>		
Contact:	Kristy-Lee Shelton (07) 3101 4237	Salary range:	\$4,390.00 to \$4,700.90 per fortnight
Classification:	Nurse Grade 6 (Band 1)	Closing date:	Friday, 25 September 2026
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

*Applications from third parties will not be accepted**

The [Aboriginal and Torres Strait Islander Health Workforce Strategic Framework 2016–2026](#) aims to increase the Aboriginal and Torres Strait Islander workforce across all occupations and levels of employment within Queensland Health. This in turn will support the broader economic and social well-being of Aboriginal and Torres Strait Islander Queenslanders.

Our Vision

Together we will create Australia's healthiest community

Our Purpose

Better Lives through better health

Our Objectives

- Our people are our success
- We improve health equity for our community
- Harnessing digital health to improve access, insights and results
- Our care delivers great experiences and great outcomes
- Research and innovation, improving the future of healthcare today
- Protecting our future through sustainability

Our Values:

Our values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence, shape our culture within Metro South Health. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



Integrity

We are authentic, truthful and transparent, and we strive for equity for all.



Compassion

We care for one another and ourselves with empathy, kindness and support.



Accountability

We are accountable for our decisions, actions and behaviour.



Respect

We foster an environment of safety, civility and inclusion.



Engagement

We are one team working together to achieve our best outcomes.



Excellence

We empower each other and inspire innovation to deliver excellence.

Unit Profile

Metro South Health is committed to health equity for First Nations Peoples. The MSH First Nations Health Directorate is responsible for providing support, guidance and feedback on improvement strategies relating to Department of Health - *First Nations Health Equity Strategies: Co-development and Co-implementation to Metro South Hospital and Health Service*; Queensland Health *Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033*; and Metro South Health - *Strategic Plan 2024-2028 and Integrated Planning Framework 2023 Revision*; and the Metro South Health - *First Nations Health Equity Strategy 2022-2025*.

The Directorate's priority will focus on ensuring all First Nations Peoples receive high quality person-centred care, that is culturally responsive and empowers self-care and choice. There are two main branches forming the Directorate:

The Strategy, Culture and Health Equity (SCHE) Units

The SCHE Unit consists of teams that progress strategic governance, cultural education and health services improvements for First Nations Peoples:

- Cultural Liaison Officers who provide and support the ongoing cultural education of MSH staff;
- Nurse Navigators supporting preventable hospitalisation and discharge to home follow-up;
- Health Liaison Officers who assist the patients with their journey in what may seem a complex health system.
- First Nations Health Equity team progressing the implementation of MSH First Nations Health Equity (FNHE) Strategy's key priorities and activities for identified outcomes.

Southern Queensland Centre of Excellence, Inala Indigenous Health Service

The Southern Queensland Centre of Excellence (SQCoE) for Aboriginal and Torres Strait Islander Primary Health Care forms part of the Directorate and is based at Inala providing the following services: -

- Inala Indigenous Health Service: provides GP, nursing and allied health clinical services; Specialists clinics; and Mums and Bubs program.
- Integrated Mental Health and Substance Use Services: provides culturally appropriate service for Aboriginal and Torres Strait Islander people, supporting and enhancing patient centred care. The aim of the service includes reduction in hospital admission rates; reduction of mental health distress and increased support for Aboriginal and Torres Strait Islander clients to navigate community resources to address social determinants of health. The service model incorporates outreach either in the client's home or elsewhere as identified by the client.
- The SQCoE works closely with Elders and community representatives and undertakes research projects with the aim to improve health outcomes for First Nations Peoples.

Purpose of the Role

The Clinical Nurse (CN) role provides advanced clinical and problem-solving skills, expert planning, and coordination skills in the clinical management of Aboriginal and Torres Strait Islander persons with complex care needs, ensuring quality standards are met. This role works autonomously within the healthcare team structure and is pivotal in the planning, managing, and delivering of specialist nursing care. The CN provides clinical leadership for professional and clinical practice, education, and research. The role supports in management activities including portfolio responsibilities.

The objective of the HOMES team is to collaboratively implement and refine, through continual evaluation methods, a holistic, person-centred case management model to promote client's wellbeing. The model of care utilises a strengths-based approach emphasising people's self-determination and strengths, ensuring care is client-led and empowers people.

The HOMES Team endeavour to meet the client's needs by:

- Making care easier for Patients/Clients, Registered Nurses and other Health Professionals
- Being proactive and able to adapt to all situations as needed
- Respecting social, emotional, and cultural wellbeing
- Empowering the client to look after their health
- Basing the client contact on mutual trust and respect
- Working in a culturally sensitive way whilst improving the client's health literacy
- Home Visiting

The HOMES Team consist of a Nurse Navigator, 2 x Case Managers and one Aboriginal and/or Torres Strait Islander Health Worker.

Autonomy

- Practices autonomously.
- Provides leadership in clinical decision making to give and/or coordinate care to particular patients.
- Assumes responsibility for professional leadership for a ward, service, or unit in the absence of the Nurse Grade 7 (NG7).
- Applies critical thinking across all the domains.

Context

- Reports operationally to the Nurse Unit Manager, SQCOE
- Reports professionally to Nurse Unit Manager, SQCOE
- May have direct supervisory responsibilities of nursing staff in the absence of NG7/Line Manager (NG7/LM).
- Responsible for own activities and for delegation of activities to others.
- Clinical support and leadership is provided by the Clinical Nurse Consultant, Primary Health Care in collaboration with the Nurse Unit Manager.
- This position fulfils the responsibilities for portfolios including Clinical, Management, Education (clinical facilitation), Research and National Safety and Quality Health Service Standards as delegated or directed.

Your Key Responsibilities

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health) Award - State 2015 – Generic Level Statements (GLS) Nurse Grade 6.1 and the Queensland Health and Metro South Health (MSH) commitments and values, in achievement of the organisational goals and Domains of Practice.

Domain 1: Direct comprehensive care or provision of direct care

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated.
- Responsible for providing safe, compassionate care, integrating the nursing and midwifery Professional Practice Model, quality frameworks (Magnet® or Pathway to Excellence®) and Person-Centred Care approaches of caring for each patient's psychological, social, emotional, spiritual, and physical care needs. This supports achievement of best clinical practice and individualised patient care and outcomes.
- Delegate to and supervises Registered Nurses (RN's), Enrolled Nurses Advanced Skills (ENAS's), Undergraduate Students in Nursing (USIN), Enrolled Nurses (EN's), Assistant in Nursing (AIN's) and undergraduate students as required consistent with the NMBA decision making framework and CN standards for practice.
- Provide expert clinical leadership in patient's/resident's/client's assessment, care planning and practice and role model to and collaborate with the healthcare team.
- Responsible for and able to function in complex situations while providing support and direction to the healthcare team.
- Demonstrate a high level of clinical critical thinking and problem-solving skills, applying theory into nursing practice in the provision of best practice.
- Utilise knowledge and critical judgement to manage/change the nursing model or other relevant model of care to better suit the staff skill-mix and/or patient acuity e.g., individual patient allocation to team nursing.

Domain 2: Support of Systems

- Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the Southern Queensland Centre of Excellence, MSH and Department of Health, Queensland.
- Demonstrate participation in developing, evaluating, and updating clinical service procedures, protocols, standards, and guidelines.
- Apply the quality framework by engaging in incident reporting/investigation and conducts quality improvement audits and develops risk minimisation strategy activities to promote safe and/or rectify unsafe practice.
- Lead a team in conjunction with a NG7/Line Manager to assist and support with the following activities; team shift coordination, performance management/review, change management, rostering/staffing and workplace culture.
- Apply change management principles by providing support, guidance, mentoring, preceptorship, role modelling and promotion of cooperation and collaborative teamwork.
- Maintain the safety of recipients of healthcare services by identifying risk and undertaking safe work activities within the clinical practice environment.
- Participate in innovation, monitor, and report on the impact of change within the position and service.

- Demonstrate effective co-ordination of staff and utilisation of unit resources to optimise service delivery and compliance with the Business Planning Framework.
- Responsible for completing required documentation and becoming a proficient user of the Electronic Medical Record (EMR) and other Information Technology systems; once proficient remain current with changes, updates, and contingencies.
- Responsible for maintaining access and confidentiality always incorporating technology with compassionate nursing care to achieve a patient centred practice.

Domain 3: Education

- Act as a clinical and educational resource within an area based on knowledge, skills, and experience to inform evidence-based practice.
- Responsible for updating and managing own contemporary nursing specialist knowledge, competence, and capability.
- Assist in clinical facilitation and nursing education to promote a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning.
- Contribute to the support of undergraduate students, USIN's and post graduate students.

Domain 4: Research

- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for patients/residents/clients in line with organisational priorities.
- Participate in developing and undertaking quality initiatives, clinical audits, clinical trials, and research.

Domain 5: Professional Leadership

- Act as a clinical leader, with integrity, transparency, and accountability.
- Provide clinical leadership for professional and clinical practice, education, and research.
- Proactively engage with the nurse leaders and healthcare team to achieve best practice outcomes within the work unit environment.

Mandatory qualifications, professional registration, and other requirements

- Under s25 of the *Anti-Discrimination Act 1991 (Qld)*, there is a genuine occupational requirement for the incumbent to be Indigenous to the Aboriginal or Torres Strait Islander Community.
- 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 supervision/manager prior to the commencement of employment.
- The successful applicant will hold a tertiary degree qualification such as Bachelor of Nursing (or equivalent).
- A post graduate qualification or currently enrolled in a post graduate program in a relevant area of study is highly desirable.
- All employees are required to work all shifts across the unit roster to cover service hours (0800 – 1700).
- Appointees will be required to work all shifts in accordance with the unit roster.
- This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- 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
- All employees are required to complete mandatory training and competencies in accordance with MSH policies and procedures.

How will you be assessed?

Applicants will be assessed on their ability to demonstrate a range of key personal qualities, capabilities, experience, and knowledge within the context of the role's responsibilities of the Domains of Practice and specialist clinical knowledge below:

Domain 1: Direct comprehensive care or provision of direct care	▪ Demonstrate advanced level clinical and problem-solving skills, expert planning and coordination skills in the clinical management and delivery of comprehensive person-centred care.
--	---

	▪ Demonstrate an advanced knowledge of contemporary practice and theory in speciality area
Domain 2: Supports of Systems	▪ Demonstrate an advanced understanding of the relevant standards and processes; engage in incident investigation, risk mitigation strategies that foster and support safe practice. ▪ Build and maintain strong relationships, open communication within a healthcare team
Domain 3: Education	▪ Demonstrate ongoing learning and professional development to provide quality person-centred care and health education to patients/residents/ clients and others. ▪ Actively contribute to the learning and development of others.
Domain 4: Research	▪ Participate in developing and undertaking quality initiatives and audits, identifying inconsistencies between policy and practice. ▪ Work collaboratively in leading implementation of policies, practice changes and clinical innovations. ▪ Integrate advanced theoretical knowledge and application of quality framework, evidence-based practice and research to practice environment.
Domain 5: Professional Leadership	▪ Demonstrate application of advanced clinical leadership through effective delegation, communication, problem solving and critical thinking. ▪ Demonstrate a very high standard of personal and professional behaviour and create a culture that reinforces personal and professional standards.
Clinical/Specialist/Technical Knowledge	▪ Apply advanced chronic condition clinical nursing skills and evidence-based practices in coordinating care and managing health services in an Aboriginal and Torres Strait Islander context. You will ensure the delivery of high-quality, culturally safe care while maintaining professional competencies and staying up to date with current practices. Demonstrate specialist clinical care management and/or evidence of autonomous advanced skills, knowledge, and experience in Chronic Disease nursing practice. ▪ Demonstrate specialised knowledge and skills in Aboriginal and Torres Strait Islander health. You will work autonomously to deliver care that aligns with the cultural and health needs of your people, drawing on your understanding of social, historical, and cultural factors that influence health outcomes. ▪ Leverage your deep understanding of Aboriginal and Torres Strait Islander cultures to inform your nursing practice. You will ensure that care is delivered in a respectful and empowering way that acknowledges and upholds cultural values. You will also be skilled in building trust and fostering strong relationships with patients, families, and communities. ▪ Use your high-level communication skills to work effectively with Aboriginal and Torres Strait Islander Chronic Disease patients and communities. This includes listening to and understanding their needs, advocating for culturally safe practices, and collaborating with patients and healthcare teams to create care plans that reflect cultural preferences and health goals. ▪ Manage patient care within available resources while demonstrating problem-solving expertise to ensure quality care is maintained within budgetary and resource constraints. You will work to ensure that care is both effective and culturally relevant, balancing the needs of your community with the resources available. ▪ Lead by example within the healthcare team, motivating and engaging both patients and colleagues to provide evidence-based, culturally appropriate care. As a role model, you will provide guidance, share your knowledge, and

	support the development of others within the team, especially in Aboriginal and Torres Strait Islander health practices. ▪ Contribute to the collection, analysis, and reporting of patient and service data. You will play a key role in achieving key performance indicators (KPIs) and other specialist standards, ensuring that service delivery is continuously improved based on real-world data. ▪ Demonstrate advanced knowledge of the social, cultural, and economic factors that impact the health outcomes of Aboriginal and Torres Strait Islander communities. Apply the Principles of Primary Health Care (PHC) to guide care delivery, ensuring services are accessible, appropriate, and empowering. You will also contribute to developing PHC skills in yourself and others. ▪ Demonstrate well-developed understanding of the role of general practice and the primary care setting in the context of managing and preventing Chronic Disease. ▪ Demonstrate advanced assessment, care planning, evaluation and case management of patients requiring complex chronic disease management and nursing care.
--	--

How to Apply

A person who is not an Aboriginal and/or Torres Strait Islander cannot be employed (on any basis) to perform the duties of an Aboriginal and/or Torres Strait Islander identified role.

Please provide:

- **A written response** (maximum 1–2 pages, dot points acceptable) on how your personal qualities, capabilities, experience, and knowledge will enable you to achieve the key behaviours and responsibilities of the Domains of Practice and specialist clinical knowledge.
- **Your current CV or resume, including two 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 one should be 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 receive notification of an interview**, please bring the following documentation as it is required to expedite the employment process if needed (do not send this information with your application):
 - Current passport or birth certificate and Australian driver licence/Australian student photo ID/Proof of age card
 - Australian driver licence, Australian student photo ID card, proof of age card, Australian citizenship certificate, Medicare card or utility bill, Blue Card working with children check (provide two if not included above)
 - Proof of qualifications and/or proof of any current enrolments
 - Any vaccination evidence (if applicable)
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- 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.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Requirements for identified positions

For administrative purposes, in relation to an Aboriginal and/or Torres Strait Islander identified role, an Aboriginal and/or Torres Strait Islander person is a person who identifies as an Aboriginal and/or Torres Strait Islander person and is either:

- a. of Aboriginal and/or Torres Strait Islander descent; **or**
- b. accepted as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and/or Torres Strait Islander community in which he or she lives.

When filling an Aboriginal and/or Torres Strait Islander identified role, Metro South Health may choose to either:

- a. accept the written assertion of an applicant of their Aboriginal and/or Torres Strait Islander descent; **or**
- b. require an applicant to provide as part of their formal application, documentary evidence attesting to their Aboriginal and Torres Strait Islander descent.

[Public Service Commission - Commission Chief Executive Guideline 02/13: Evidence of attribute – Aboriginal and/or Torres Strait Islander identified roles](#) provides further information.

We are Metro South Health

We are the major public healthcare provider for Brisbane's south side, Logan, Redlands and the Scenic Rim. We live and work on the lands of the Jaggera, Mununjali, Quandamooka, Turrbal, Ugarapul and Yugambeh peoples.

We operate five major hospitals and a range of community, specialty and state-wide healthcare services. We are renowned for teaching and research excellence.

We are truly dedicated people who care about our community. We come to work to make a difference. We save lives, changes lives and make the world a better place. We overcome the many challenges that come our way by going above and beyond and achieve the best possible outcomes by working together. We are bold, innovative, collaborative, inspiring.

We are part of and proud of the community we serve. We are better together.

Person Centred Care

Metro South Health is committed to providing Person-Centred Care. Our patients and their families are important members of the healthcare team to ensure care matches their values, preferences, and goals. Our patients, families and community are also key partners in the development and implementation of high-quality services. MSH aims to continually improve the quality and safety of its health services through partnerships with patients, families, and consumers.

Professional Excellence Programs

Magnet Recognition and Pathway to Excellence Designation are credentials attained by healthcare organisations that epitomise exceptional quality and professionalism, promote positive work environments, support lifelong learning, and deliver safe quality care. Achieving Magnet Recognition or Pathway to Excellence Designation ultimately recognises our valuable nurses and midwives, the highest quality of care they deliver, the support they receive, opportunities available, the team environment, commitment and spirit that we are extremely proud of.

Metro South Health proudly holds Magnet Recognition at the Princess Alexandra Hospital and Pathway to Excellence Designation at QEII Hospital and Addiction and Mental Health Services.



Diversity and inclusion

We are the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. Our employees proudly reflect the community in which they work. At Metro South Health 20.5% of staff identify as coming from non-English speaking backgrounds.

Having a workforce that reflects and understands the needs and expectations of our community is important to delivering safe, kinder, and more inclusive care.

We recognise our strength comes from the diversity of our people and so we encourage people of all genders, ethnicities, ages, abilities, languages, sexual orientation and family responsibilities to apply.

We are committed to creating a diverse and inclusive workplace for our people and our community.

Child Safe Organisation

Metro South Health is committed to ensuring the safety and wellbeing of all children and young people at our services and is dedicated to protecting them from harm. Please find the link to the MSH Child Safe Organisation Statement of Commitment.

Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

Important Information for Nursing Applicants

Employer Responsibilities

- The *Public Sector Act 2022* [Public Sector Act 2022 - Queensland Legislation - Queensland Government](#) provides pre-employment screening including:
 - Criminal history check
 - Discipline history checks

These checks may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

- The *Public Sector Act 2022* also provides that no civil liability attaches to a public service employee in relation to their official powers and functions – liability instead attaches to the State. Nursing employees should, when acting within the scope of their duties and functions, be entitled to protection from the State in relation to legal proceedings taken against them with indemnity.

Employee Responsibilities

- All relevant health professionals are responsible for the maintenance of their capacity and capability in the provision of health care and their reporting obligations and to comply with the [Code of conduct for nurses and Code of conduct for midwives \(the codes\)](#).
- All employees are to comply with the Code of Conduct for Queensland Public Service. Click on the link: <https://www.forgov.qld.gov.au/code-conduct-queensland-public-service>
- Applicants are required to disclose any pre-existing injury or medical condition which may impact on their ability to perform the role as per section 571 of the *Workers' Compensation and Rehabilitation Act 2003*. [Workers Compensation and Rehabilitation Act 2003 \(legislation.qld.gov.au\)](#) refer to pages 463 & 464.
- Employees who are permanently appointed or who are employed on fixed term contracts to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All Queensland Health staff, who in the course of their duties formulate a reasonable suspicion that a child has suffered, is suffering, or is at unacceptable risk of suffering significant harm in their home/community environment and may not have a parent able and willing to protect the child from harm, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Child Safety, Seniors and Disability.
- Appointees are required to complete annual mandatory training requirements as per your line managers instructions.

- Staff that enter clinical areas and/or undertake direct contact with patient's or their environment or are working in areas where there is an infection control risk must be bare below the elbows. Failure to comply with this mandatory requirement may lead to disciplinary action. [Bare below the elbows | Queensland Health](#)
- To be appointed you must be an Australian citizen, or have permanent residency status in Australia, or a New Zealand citizen who has entered Australia on a valid New Zealand passport, or a non-Australian citizen holding a valid visa with work rights.
- Refer to MSH Procedure: Uniforms, dress standards and personal presentation. Employees are required to abide by this procedure.
- All MSH employees are required to take reasonable care of their own health and safety. This includes completing all necessary Work Health & Safety (WH&S) training, working in accordance with MSH WH&S Policy & Procedures, reporting WH&S incidents and assisting with the completion of risk assessments.
- Staff will store their mobile phone with their other belongings unless it is required for clinical decision-making.

Nursing Structure (Nursing Professional and Operational Reporting)

