



<b>Our Vision</b>	All children have the best start in life
<b>Our Role</b>	Partnering with families and communities to enable children to thrive
<b>Our Values</b>	<b>Listen</b> , understand and learn <b>Embrace</b> cultures, communities and families <b>Celebrate</b> unique strengths and experiences <b>Inspire</b> each other to grow and thrive <b>Nurture</b> kindness and the joy of play <b>Strive</b> to deliver the best outcomes and care

## 1. Introduction

QEC is proud to be Victoria's largest provider of residential and community-based early parenting services.

Formed in 1917, QEC is also a public hospital and community service organisation. We are passionate about supporting families to grow, parents to blossom and children to thrive.

QEC delivers a variety of services and support programs to families with young children (aged from newborn to 4 years of age) in partnership with government and not for profit partners.

QEC promotes the safety, wellbeing and inclusion of all children. Many families experience various challenges that, from time to time, may impact on their ability to nurture and support the growth and development of their young children. QEC offers a community of support to families if and when we are needed.

QEC programs are research-informed and tailored to meet the unique needs of each family. Our work equips families to best nurture, protect and enhance their children's safety, health and development.

QEC's multidisciplinary team of experienced professionals are committed to partnering with families to achieve the best outcomes for children. Our team includes Maternal and Child Health, Paediatric, Mental Health and General Nurses, a Medical Practitioner, Midwives, Psychologists, Social Workers, and Early Parenting Practitioners.

With service locations based at Noble Park, Wodonga, Preston, Dandenong, Morwell and Bairnsdale, QEC are committed to providing services that are accessible to families across Victoria.

We acknowledge all Aboriginal and Torres Strait Islander peoples as the traditional owners of the lands on which we walk, live and raise our children. We pay our respects to traditional owners past, present and future and acknowledge the importance of children being raised with connections to culture, community and family.



## 2. Position Profile

### Position Objective

The Registered Nurse/Midwife/MCHN is a valued and integral member of the Queen Elizabeth Centre's multidisciplinary team, demonstrating highest quality care for children and families engaged in our programs.

The REGISTERED NURSE/MIDWIFE/MCHN works competently within their scope of practice to deliver safe, evidence based person centred care to achieve optimal outcomes for all children. As part of the multidisciplinary team, the REGISTERED NURSE/MIDWIFE/MCHN will work across all QEC parenting programs delivered at Noble Park as required. These include Residential, Day stay, Telehealth and Parenting Assessment and Skill Development Service (PASDS) and group activities.

The REGISTERED NURSE/MIDWIFE/MCHN will work across multiple roles within the Residential Unit including Registered Nurse, Early Parenting Practitioner (EPP) and Associate Nurse Unit Manager (ANUM). The REGISTERED NURSE/MIDWIFE/MCHN works within the team and allocated program. The EPP provides specialised support, care and education to families experiencing difficulties adjusting to parenthood or managing their relationship with and the care of their infants or young children. The ANUM leads and supports QEC's multidisciplinary team and is responsible for coaching, role modelling, mentoring, and managing clinical staff to ensure optimal outcomes for all children.



### Position Details

<b>Location</b>	53 Thomas Street, Noble Park
<b>Hours</b>	Flexibility is required over a 24/7 rotational roster
<b>Agreement</b>	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020 - 2024
<b>Classification</b>	RN Grade 2 or equivalent
<b>Reports to</b>	Nurse Unit Manager
<b>Supervises</b>	N/A
<b>Internal Liaisons</b>	Executive and Leadership teams QEC clinical teams and relevant committees QEC employees
<b>External Liaisons</b>	Department of Health and Human Services Associated customer service and communications networks Other external stakeholders

### 3. QEC Programs

QEC provide a variety of programs to families across Victoria, from our Residential and Community Sites.

#### **Parenting Assessment and Skill Development Service (PASDS) residential**

PASDS is provided to families with children aged under 4 years at high risk of harm, who are referred by the DFFH Child Protection service. The program is operated in accordance with specific protocols that provide a framework for assessment of parenting capacity, and planned interventions to support and develop parenting skills. A residential program (based at the Noble Park Site) will run for 10 days.

**PASDS home based**

A community-based program run in the home and is based on hours of service deliver that a family requires to meet their circumstances, as per paragraph above.

Location of Community Based PASDS Services:

- Southern Region program (operates from QEC Dandenong site)
- North and West Region program (operates QEC from Preston site)
- Gippsland Region program (operates from QEC Morwell and Bairnsdale sites)
- Hume Region program (operates from QEC Wodonga site)

**Residential Program**

The Residential Program offers an intensive style of support and care for families who are experiencing a range of difficulties with their young children aged from birth until prior to turning 4 years of age. The residential stay can be 2 night/ 4 nights or 4-night telehealth. Families are provided with practical support, education and advice whilst staying at QEC.

**Individual Child and Family Support Programs**

The Individual Family and Child Support Programs provide families with home-based parenting support for fixed periods: 10 hours, 40 hours or 110 hours.

Location of Individual Family and Child Support Programs:

- Gippsland Region program (operates from QEC Morwell)
- Hume Region program (operates from QEC Wodonga site)

**Parenting Plus**

Parenting Plus is a flexible home-based program, providing parenting support and coaching to families with children aged under 4 years. The program delivers early intervention to families experiencing sleep and settling difficulties and those with significant parenting challenges.

Location of Parenting Plus Services:

- Southern Region program (operates from QEC Dandenong site)

**Day Stay, Play Steps, Assessment and Intake**

The Day Stay program offers families with young children aged from birth until prior to turning 4 years of age, support and education to deal with sleep and settling issues. Offered as full day admission

The Play Steps program is an evidence-based program facilitated in a group setting. Focussing on parent child relationship. Play steps is run for in 8-week cycles.



### **Specialised Interventions - Stronger Families**

Specialised Interventions - Stronger Families is an intensive home visiting program targeting families with children under 4 years of age families referred to this program are enrolled in a family preservation and unification response program with QEC or a partner agency.

Location of Specialist Interventions - Stronger Families:

- Southern Region program (operates from QEC Dandenong site)
- North and West Region program (operates QEC from Preston site)
- Gippsland Region program (operates from QEC Morwell and Bairnsdale sits)

### **Family Preservation and Reunification Response (FPRR)**

FPRR is an intensive 240-hour home visiting program targeting families with children involved with the Child Protection system, from birth to 5 years of age (including children subject to an unborn report).

The FPRR model is an integrated and evidence-informed approach supporting children and families in partnership with Child Protection to: Keep children safely at home, prevent children and young people entering care services and support children and young people currently in care to safely reunify with their family.

## **4. Key Accountabilities**

### **Position Objectives**

#### **Enhance each families' experience**

- Engage and work in partnership with parent/caregivers
- Works collaboratively, consulting with QEC Team, external professionals, and the family to enhance goal achievement.
- Demonstrate knowledge of Registered Nurse code of conduct, standards and legislation informed practice
- Assess, plan, implement, evaluate and document comprehensive nursing care and family action plans in accordance with QEC's Model of Care, professional and legislative standards and QEC's values.
- Identify actual or potential health problems through health and child developmental assessment and application of clinical judgement. Escalate any concerns or risks identified to reporting manager.

#### **Clear and effective communication, including:**

- Record observations made in a timely manner on QEC template under specific headed areas relating to parent/child interactions.



- Identifies and promptly informs the Coordinator of any changes or emerging issues which may alter the level of risk to the child/ren

**Ensuring high quality and safe care, including**

- Actively participates in risk management processes
- Participation in quality improvement projects
- Membership on key QEC clinical working groups including: Infection Prevention and Control and Clinical Governance.
- Working in accordance with QEC Model of Care, Practice Framework, policies, and procedures.
- Compliance with mandated requirements ensuring child safety and wellbeing at all times.
- Promotes nursing care that upholds the rights of the families in relation to privacy, consent and confidentiality.
- Provide safe, quality and clinically effective child and family health nursing in partnership with families
- Identify and manage actual or potential risks to children according to QEC Policy and Procedures and legislative requirements.
- Integrate cultural sensitivity and respect in all communications and interactions.
- Participate in regular clinical audits
- Assist with checking and recording administration of medications
- Medication inventory support
- Assist in the review of feed charts and client documentation

**Leadership**

- Demonstrate excellent interpersonal and communication skills, working effectively with individuals, groups and as a member of a multi-disciplinary team, facilitating practice change and resolution skills.
- Role model supportive behaviours for staff and colleagues and promote a workplace culture reflective of QEC Values.
- Reflect on self and practice and identify areas for personal and professional growth.
- Develop a culture within QEC which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their value, health and wellbeing.
- Model the implementation of QEC practice guidelines (Framework, Model of Care, clinical procedures).
- Act as a role model in the adoption of a customer service focus for internal and external clients.



- Contribute towards QEC health service accreditation and quality activities.

### Positive Environment

- Communicates in an effective and culturally sensitive manner with clients, visitor and QEC staff
- Develops highly respectful relationships with team, external stakeholders and families
- Contribute to quality and safety improvement projects
- Undertake other duties as assigned by the reporting Director/Manager

## 5. Key Selection

### Essential Criteria

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| <ul style="list-style-type: none"> <li>• Div 1 Registered Nurse and Midwifery</li> <li>• Up-to-date theoretical knowledge of family and child health, development and parenting.</li> <li>• Ability to work in partnership with parents/careers to enhance their parenting capacity.</li> <li>• Solution based approach to infant, child, family and parenting issues</li> <li>• Experience in facilitating group education</li> <li>• Knowledge of adult learning theory and ability to apply this according to each individual's need and experience.</li> <li>• Recognition of the importance of the child's first 1000 days, informing adult health and wellbeing outcomes.</li> <li>• Experience working with families experiencing vulnerability.</li> <li>• Ability to assess infant/child development and parent's capacity to provide safe and direct care, and respond to any immediate needs and risks.</li> <li>• Understanding of the legislative requirements that guide all decision making</li> </ul> | <ul style="list-style-type: none"> <li>• AHPRA Registration as relevant</li> <li>• Current Working with Children Check</li> <li>• Consent to undertake National Police Record Check</li> <li>• Current Australian Work Rights</li> <li>• Evidence of up-to-date immunisation schedule</li> <li>• Current COVID-19 Vaccination</li> <li>• Current Victorian Driver's License</li> <li>• Excellent written and verbal communication skills, and able to adapt style to a range of audiences.</li> <li>• High level organisational and prioritising skills. High level attention to detail</li> <li>• Aptitude for navigating new software</li> <li>• Proactive problem-solving skills</li> </ul> |
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and service delivery for vulnerable and at-risk children and families.

- Relevant knowledge of OHSES and infection control

#### Desirable Criteria

- A further graduate qualification in Maternal and Child Health Nursing
- A further graduate qualification in Paediatric nursing or Psychiatric nursing with experience on mother and baby units preferred.

#### Personal Attributes **Refer to VPSC Capability Framework**

- **Integrity** - Operates in a manner that is consistent with the organisation's code of conduct. Builds trust through consistent actions, values and communication. Treats all sensitive information with utmost confidentiality.
- **Relationship Building and Collaboration** - Establishes and maintains positive work relationships, promotes consensus through diplomatic handling of agreements, forges useful partnerships with people, builds trust through consistent actions, values and communication.
- **Organisational and Time Management Skills** - Reliable and punctual. Manages own work time effectively and prioritises work tasks, seeking advice when needed.
- **Empathy and Cultural Awareness** - Communicates well with, relates to and sees issues from the perspective of people from a diverse range of culture and backgrounds. Respect and value the traditional owners.
- **Customer Service** - Consistent polite, friendly, professional presentation. Treats others with dignity and respect at all times. Takes responsibility for own workload and promptly escalates any concerns or issues.
- **Conceptual and Analytical Ability** - Uses analytical and conceptual skills to reason through problems.





## 6. Other Information

- At QEC, we are committed to providing a safe and supportive environment for children and we adhere to the Child Safe Standards
- The Victorian Public Sector Code of Conduct and all QEC policies and procedures apply to our employment at QEC
- It is important to us that all people (employees, client families, visitors and all others) feel a sense of belonging, safety and acceptance at QEC. We welcome and embrace the valued diversity we all bring to our organisation, and do not tolerate any form of discrimination, violence, bullying or harassment at QEC.
- QEC are committed to the safety and wellbeing of client families and employees. We are a smoke free workplace and require health care worker immunisation - important to keeping us all healthy and safe.
- A pre-employment medical assessment may be required upon request
- QEC closes for the period over Christmas/New Year to provide our teams with a well-earned break. It is a requirement that all relevant employees take annual leave during this period

### Employee Position Declaration

I have read and understand the requirements and expectations of this Position Description.

I understand that the information and statements in this Position Description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date:

Manager Signature: \_\_\_\_\_

Print Name \_\_\_\_\_

Date: