



Government
of South Australia

SA Health

Selection Panel Report

BHFLHN

**TO: SU WHITE
DIRECTOR OF NURSING & MIDWIFERY**

Agency Details

Department:	Southern Fleurieu Health Service		
Position Title:	Registered Nurse	Classification:	RN
E-Recruitment Req Number:	867860	Position Number:	P51908

Broad Summary of the Position

Employees classified at this level use their clinical knowledge and experience to provide the pivotal co-ordination of patient/client care delivery in a patient/client care area within a Health Unit/Community Service. The main focus of this role is the line management, coordination and leadership of nursing/midwifery and/or multi-disciplinary team activities to achieve continuity and quality of patient/client care and outcomes.

Advertising Details

Position was advertised as:

<input checked="" type="checkbox"/> Ongoing / Permanent			
<input type="checkbox"/> Temporary Contract	Up to: Months	OR	End date:
<input type="checkbox"/> Temporary Contract (<i>Up to 12 months for Weekly Paid</i>)	Up to: Months	OR	End date:
<input type="checkbox"/> Health Care Act 1–5-year contract (Project/Externally Funded)	Up to: Years	OR	End date:
<input type="checkbox"/> Health Care Act – Temporary	Up to: Years	OR	End date:
<input type="checkbox"/> Casual	Hours per Week:		

Advertising Media:

<input type="checkbox"/> Expression of Interest (Internal)	Date Advertised:	<input type="text"/>
<input type="checkbox"/> Expression of Interest (Whole of Govt)	Date Advertised:	<input type="text"/>
IWORKFORSA	Vacancy Number:	<input type="text" value="867860"/>
<input type="checkbox"/> External Media (<i>specify</i>):	Date Advertised:	<input type="text"/>
<input type="checkbox"/> Other (<i>specify</i>):	Date Advertised:	<input type="text"/>

Closing Date of Applications:

Decision Process

The Panel met after the interview, and the decision process involved panel members systematically evaluating and discussing all information gathered on each applicant.

The decision was unanimous and a summary of the relative merit of the applicant for the position is detailed below.

Assessment of Interviewee

RECOMMENDED AND PREFERRED

Elizabeth Jones: Elizabeth is a highly experienced Registered Nurse who has worked in rural nurse-run hospital at Moranbah and in high acute Intensive Care settings at Mackay Health Service for several years. Elizabeth have AHPRA endorsement as a Rural Isolated Practice RN which includes a scheduled medicines endorsement. Elizabeth explained to the panel how to maintain effective and respectful working relationships with colleagues and provide leadership as appropriate by being a kind and conscientious team member. She was able to answer all clinical questions with the knowledge of an experienced RN. Elizabeth is planning to relocate from QLD to Victor Harbor end of this year and hoping to join onboard by Jan 2025. Elizabeth has accepted 0.4 FTE initially in view of additional FTE once settled in Victor Harbor.

NOT RECOMMENDED

Nem Davies: Nem is a Registered Nurse with 12 months of experience as a care manager at ACH residential facilities. Currently completing Graduate Diploma in Mental Health Nem is looking forward passionately to work as Mental Health Nurse. Nem's answers to the clinical questions reflected heavily on the psychological aspect of patient care and lacked comprehensive knowledge of assessment, planning and evaluation of nursing care.

Criminal and Relevant History Screening/ Registrations/ Licences/ Qualifications

- Recommended applicant has the required Criminal and Relevant History Screening check/s in accordance with the [SA Health Criminal and Relevant History Screening Directive](#)

NB Criminal and Relevant History Screening check/s must be received and assessed prior to an offer of employment being made.

- Recommended applicant is eligible to apply for the position, and original evidence of essential qualifications/licences/registration has been sighted (if applicable)
- Determined the commencing increment level for recommended applicant in liaison with HR (information is to be included on the Contract Request Form)
- Relevant AHP & Doctor positions have gone through the appropriate credentialing process (Credentialing evidence to be attached to the Contract Request Form)
- HCW Pre Employment Health Assessment & any other follow up immunisations completed (*relevant employees only, please refer to the Health Assessment Form.*)
http://wiki.health.sa.gov.au/Country/3-Whole_of_Country_Services/Infection_Control/Infection_Prevention_and_Control_Manual

Applicant Details:

Elizabeth Jones
Nem Davies

Panel Composition

The selection panel comprised of:

Chairperson:	Anju Kurian NUM Public Ward A
Panellist:	Orinda Wells A/NUM Public Ward B/Renal
Panellist:	
Panellist:	
Panellist:	

Conflict of Interest

Each Panel Member confirms that there is no real or perceived conflict of interest involved in the recruitment or selection process of this position.

The Selection Process

Each panel member received a copy of the applications and employee declarations from direct application to consider and examine on an individual basis the relative merit in accordance with the requirements of the role.

Following this assessment and discussion, the panel completed the short list on 25/07/2024 and agreed that the following applicant would be short listed for interview.

Shortlisted Applicants:

- Elizabeth Jones
- Nem Davies

Question Design

The interview questions were directly related to the person specification of the role and were discussed to ensure all members were conversant with the selection process and the merit principle. The panel agreed that the priority factors to investigate further at interview were:

1. Professional skills experience and attributes
2. Communication for safety
3. Cultural Safety
4. Clinical Scenario
5. Teamwork / relationship building.

Interviews

Interview was arranged for 31/07/2024. Applicants was advised verbally and in writing of the times, date, venue, and panel membership.

Recommendation

It is therefore recommended that Elizabeth Jones be nominated for appointment on a permanent basis for the position of Registered Nurse.

Panel members:

1. Anju Kurian
2. Orinda Wells


 Anju Kurian
 CHAIRPERSON
 6/08/24

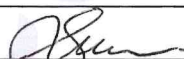

 Orinda Wells
 PANELLIST

Human Resources Approval

Date Received by HR/...../.....	
Date Reviewed/...../.....	
Reviewed by (Name & Position Title of HR Consultant)	
Panel Assessment forwarded to: (Name & Position Title of Delegate)/...../..... (Date)

Delegated Approval

APPROVED / NOT APPROVED

Name	Su White		
Position title	Director of Nursing	Delegation level	
Signature		Date	7/8/24

Post Approval

- Chairperson to advise preferred candidate of outcome - subject to 7 day appeal period, where applicable.
- Chairperson to advise remaining interviewed applicants of outcome and offer feedback.
- Chairperson to complete appropriate HR Form ie:
 - New Employee Advice and other documents as relevant (new employee) **OR**
 - Employee Change Advice (existing employee appointed for more than 6 months) **OR**
 - Higher Duties form (existing employee appointed for less than 6 months)