

POSITION DESCRIPTION

Position Title	Associate Nurse Unit Manager / Associate Midwife Manager
Reports to (Title)	Nurse Manager / Maternity Services Manager
Group Director/ Chief	Group Director Nursing and Clinical Education
Department	Nursing Services
Position Location	
Award/Agreement	Salary & Conditions in accordance with Contract of Employment
Delegation of Authority Level	As per DOA matrix

Position Summary & Role Purpose

The Associate Nurse Unit Manager/Associate Midwife Manager uses clinical knowledge and management experience/skills to provide leadership and operational direction to their ward/unit/department. They support the Nurse Manager/Maternity Services Manager with accountability for the delivery of nursing care within the defined scope of practice, outcomes of patient care delivery, quality and safety, professional development of staff and the efficient and effective management of human, financial and material resources within the Delegation of Authority.

All activities are undertaken within the framework of the Mission, Values and Vision of Cabrini Health.

Key Result Areas

1. Key Responsibilities, Outcomes and Activities

1.1 Leadership and management

- Be the first point of contact for staff (after hours and on weekends and in the absence of the Nurse Manager/Maternity Services Manager) to report risk and escalate accordingly
- Manages patient complaints and concerns in conjunction with the multidisciplinary team according to hospital policy, when the Nurse Manager/Maternity Services Manager is unavailable
- Coordinates and oversees the delivery of patient care, communicating and escalating issues to appropriate staff as per hospital policy and ensuring follow up
- Provides support and guidance to staff when required to assist in problem solving
- Uses clinical knowledge, experience and skills to provide leadership and operational direction for his/her clinical speciality and is decisive, inclusive and responsive in decision making
- Develops respectful professional relationships with key medical, allied health, pharmacy, administrative, domestic and catering staff, as well members of the patient and family register, volunteers and other key support services
- Acts as a clinical staff preceptor for staff when required
- Supports and promotes the services specific continuous quality improvement program
- Ensures hospital policies, procedures and protocols are implemented and monitored to support and improve practice outcomes

1.2 Operational Responsibilities

- Manages daily staffing and bed flow according to the specific needs of the patients, the organisation and the skills and experience of the staff
- Acts as the emergency response coordinator according to local and organisational policy, in their local area
- Delegates patient care appropriately by ensuring that staff are working within scope of practice and are credentialed to work within the unit/area speciality (if necessary)
- Ensures equipment and supplies are used efficiently, stocks are maintained and repairs are effected promptly
- Holds accountability for the ward when the Nurse Manager/Maternity Services Manager is not present
- Holds accountability for delegated portfolios of the ward/unit
- Manages staff performance and ensures skills development and performance review, as directed by the Nurse Manager/Maternity Services Manager
- Is accountable for the efficient utilisation of human and material resources
- Contributes to the bed management process with an organisational view, maintaining the aim of allocation of the right patient to the right bed at the right time

1.3 Resource Management

- Adherence to the Cabrini codes of professional conduct, code of ethics, standards of practice and competencies, Mission, Values and Vision, and the Behaviours that Matter

1.4 Contributes to the achievement of professional expertise for self and direct reports through:

- Maintenance of ongoing personal professional development / continuing education
- Personal application of the Cabrini performance management framework
- Identifying, encouraging and monitoring the continuing development of others within a learning culture.

2. Work Health and Safety

Cabrini is committed to providing facilities and services which minimise the risk of physical and psychosocial harm to our workforce, patients, residents, clients and visitors, so far as is reasonably practicable.

To achieve this, managers are required to implement, in consultation with their employees, the components of Cabrini's work health and safety management systems (the collection of policies, procedures, guidelines, other related documents and resources) to control the hazards that their employees, and any other person exposed to the work they do, may face. The WHS management system enshrines a risk management approach to managing hazards. For any hazards not explicitly covered in the WHS management system, managers are required to assess and control hazards as outlined in the WHS Risk Management Procedure.

Employees are responsible to work in a way that protects their own health and safety and that of others who may be affected by their actions. This includes following the policies and procedures from the WHS management system that apply to their work, any local processes and instructions from their manager regarding how work is to be performed. Employees are responsible to report hazards, incidents and injuries to their manager.

The Cabrini WHS Department facilitate the ongoing development and review of the WHS management system, build the capability of managers to assess and manage wellbeing, hazards, incidents and injuries and provide advice and support in the management of these areas.

The Cabrini Work Health and Safety Responsibilities Procedure defines the responsibilities of employees at all levels of the organisation – Chief Executive; Group Directors; General Managers; Managers; those with specified work health and safety responsibilities; and all other employees. Please refer to the procedure for more details of the responsibilities associated with your role.

3. Safety and Quality

It is the responsibility of all staff at Cabrini to ensure that they provide safe high quality care to our patients, residents and service users. Safe care means accepting individual and shared responsibility as well as compliance with the Cabrini policies and protocols by all staff.

4. Child Safety

Cabrini complies with the Victorian Child Safe Standards, as updated in 2022. All children who come to Cabrini have a right to feel and be safe. Cabrini policies and practices aim to keep children safe from harm. All Cabrini staff must comply with all policies as amended from time to time including the following:

- Child safe organisational framework
- Child safety code of conduct
- Child safety reporting policy and procedure

Organisational Relationships

- Reports directly to the Nurse Manager/Maternity Services Manager
- Maintains a close collaborative working relationship with the clinical leadership team

Committee Membership

The Associate Nurse Unit Manager/Associate Midwife Manager will participate as a member of the following committees:

- Relevant external committees as a representative of Cabrini
- As directed by the Nurse Manager/Maternity Services Manager

Staff Development

The Associate Nurse Unit Manager/Associate Midwife Manager will demonstrate a commitment to personal and professional development of self and staff by:

- Participating in professional development programs
- Maintaining own skills and knowledge
- Remaining up to date with contemporary human resources practices
- Contributing to the Cabrini professional development program as required
- Participating in performance reviews in accordance with Cabrini policy

Key Competencies

The Associate Nurse Unit Manager/Associate Midwife Manager must demonstrate the following requirements:

ESSENTIAL

Educational/Vocational

- Holds, or is working towards, a Postgraduate certificate in the area of expertise or nursing/midwifery

Registration

- Registration with AHPRA as a Registered Nurse/Midwife

Experience

- A minimum of three years' experience at a clinical standard appropriate to the area of appointment

Knowledge

- Cabrini Strategic Plan
- Cabrini's Policies and Protocols
- KRONOS
- Patient Administration Systems

Conditions of Employment

Salary and conditions in accordance with the Cabrini Contract of Employment / Employment Agreement

Cabrini Mission, Values and Behaviours that Matter

Our mission

WHO WE ARE

We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

WHAT WE BELIEVE

We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.

WHAT WE DO

We provide excellence in all of our services and work to identify and meet unmet need.

Our values

Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction and her approach.

Compassion

Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God's love for all people.

- We care deeply about each and every person we serve
- We respond willingly and positively to help meet the needs of those around us
- We put people first as we look to provide extra support and care, beyond our professional duties
- We promote a sense of belonging and community.

Integrity

We believe in the power of hope to transform people's lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.

- We remain true to our beliefs at all times – our mission and values are non-negotiable
- We are welcoming, hospitable and find comfort and motivation in the context of God's all-inclusive love
- We look for the good in each other and recognise each person's contribution as we work together to provide the best possible experience for our patients, residents and their families
- We are honest and reliable, making decisions that are consistent with our mission and taking responsibility for our own actions.

Courage

We have the strength, determination, vision and conviction to continue the work of Mother Cabrini and the Missionary Sisters.

- We care for the whole person – spiritually, physically and emotionally – creating an environment of hope and healing
- We rise up to challenges and opportunities, meeting them with an open mind and a positive attitude
- We maintain the courage of our convictions and express our values through our actions
- We continually look beyond our current services to help support and engage with those who are marginalised.

Respect

We believe that every person is worthy of the utmost respect and the best possible healthcare. We know that our resources are entrusted to us to use for the benefit of others.

- We uphold the worth and dignity of all people, regardless of gender, race, age, ability and social position and treat them with courtesy, respect, equality and justice
- We respect ourselves, our colleagues and the excellence of the services we deliver
- We identify and respond to emerging healthcare needs in our community
- We manage our resources wisely and actively seek to minimise our impact on the environment.

Behaviours that matter

Our values are displayed in the way in which we behave in every interaction – with each other, with our patients and residents, with their families and carers, and with visitors and other customers.

The behaviours that matter have been identified through consultation with staff. They are the minimum standard expected for all who work at Cabrini (employees, volunteers and accredited staff). They describe the organisational culture that we think is fundamental to our mission to “provide excellence in all of our services”.

Unacceptable behaviours have also been identified and described as follows. These behaviours are inconsistent with our values, have a detrimental effect on others and prevent us from achieving our mission and quality goals. If you experience or witness these behaviours, please speak up. If you are unable to address the issue yourself, advise your manager, another senior member of staff or People and Culture.

We are committed to safety and quality:

Behaviours that matter	Unacceptable behaviours
We put patient/resident safety first	We are careless, impulsive or take unnecessary risks that may cause harm to patients/residents
We ask questions to understand the problem	We jump to conclusions and look for someone to blame
We admit when we make a mistake and seek a solution	We try to cover up or make excuses for mistakes
We look for opportunities to improve our care and services	We resist or sabotage change
We speak up when we see behaviour that is inconsistent with our values	We encourage or participate in poor behaviour

We are here to provide service:

Behaviours that matter	Unacceptable behaviours
We greet everyone warmly	We are rude or discourteous
We are always kind and caring	We are arrogant or demeaning
We give our full attention to the person speaking to us	We are distracted, impatient or dismissive
We communicate openly, sensitively and in a timely manner	We are dominating, abrupt or sarcastic

We work together to achieve the best outcome:

Behaviours that matter	Unacceptable behaviours
We are quick to offer help without waiting to be asked	We refuse to help even when it is clearly required
We share information readily to promote the best care and services	We withhold information or are competitive to the detriment of others
We do as we say we will	We are unreliable or inconsistent
We encourage and support each other	We berate or humiliate others
We give praise for a job well done	We are excessively critical or devalue the contributions of others

