

## POSITION DESCRIPTION

<b>Position Title</b>	<b>Nurse Manager - Perioperative Services</b>
<b>Reports to (Title)</b>	<b>General Manager/ Director of Nursing Cabrini Brighton</b>
<b>Executive Director</b>	<b>Executive Director of Malvern &amp; Brighton</b>
<b>Department</b>	<b>Nursing Services</b>
<b>Position Location</b>	<b>Perioperative Services Cabrini Brighton</b>
<b>Award/Agreement</b>	<b>Salary &amp; Conditions in accordance with Cabrini EBA</b>
<b>Delegation of Authority Level</b>	<b>n/a</b>

### Position Summary & Role Purpose

The Nurse Manager - Peri-Operative Services, provides leadership and management in Theatre, Endoscopy Suite, Nursing Pre-Admission Service (NPAS Brighton) and the Central Service Sterilising Department. Their leadership contributes to achieving the goals and objectives of the organisation, demonstrates the ability to facilitate and motivate an effective workforce in achieving operational goals, and promotes an environment to achieve the best results for patients and staff.

The Nurse Manager- Peri-Operative Services contributes to the effective deployment of the Cabrini Strategic Plan in their designated area as well as continually working to improve patient care delivery, nursing practice and takes an active role in the management of occupational health and safety of the work environment.

The Nurse Manager - Peri-Operative Services contributes to meeting organisational and divisional strategic goals through participation in projects, committees and working parties as necessary.

The Nurse Manager - Peri-Operative Services works in collaboration with the General Manager/Director of Nursing Brighton, to enable the delivery of an outstanding patient experience.

### Key Result Areas

#### 1. Key Responsibilities, Outcomes and Activities

**The Nurse Manager - Peri-Operative Services ensures that delivery of care is safe, seamless and patient focused across the continuum based on the individual patients and families' needs and rights to consistently deliver an outstanding patient experience by:**

##### 1.1 Leadership and Management

- Leading and developing a highly performing team
- Undertaking financial budgeting and management based on delegations of authority and within due diligence.
- Ensuring utilisation of permanent, casual and agency nurses do not exceed agreed FTE and financial targets.
- Ensuring recruitment, retention and performance management strategies for nurses are implemented and monitored.
- Leading, coaching, mentoring, and supporting direct reports.

- Ensure well established principles and processes to ensure optimal operating theatre efficiencies and optimisation across all perioperative departments.
- Identifying, encouraging, and monitoring the continuing development of direct reports within a learning culture.
- Participates in complaint management and assists as necessary in open disclosure with patients and families.
- Managing patient complaints and concerns in conjunction with the General Manager/Director of Nursing Brighton and Customer Relations and responds to trends and develops actions to requests for internal and external requests for information relating to an area of clinical service.
- Ensuring hospital policies, procedures and protocols are developed and implemented to support and improve practice and outcomes are monitored and evaluated.
- Accountable for the quality systems and continuous improvement for the services
- Providing leadership and support of staff undertaking continuous quality improvement activities.

## **1.2 Operational Responsibilities**

- Integrating contemporary information, research evidence and benchmarking with personal knowledge and experience to support executive level decision making
- Contributing in conjunction with the General Manager/Director of Nursing Brighton and the Brighton Medical Director, to the development of respectful relationships with associated medical speciality groups
- Working with the General Manager/Director of Nursing Brighton to ensure maximum utilisation of Theatre and Endoscopy sessions are maintained
- Ensures policies, procedures and protocols that govern nursing practice are in keeping with statutory and legal requirements, AS 4187:2014 and the Australian College of Operating Room Nurses (ACORN) standards.
- Working with the General Manager/Director of Nursing Brighton to ensure the formulation of the capital expenditure budget for all areas.
- Working with the General Manager/Director of Nursing Brighton to seek ways to increase workforce productivity.
- Monthly reporting against agreed Key Performance Indicators.
- Timely RiskMan review and follow up management in accordance with policy.
- Develop Quality and Business Plan annually and update quarterly.

## **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 General Manager/Director of Nursing Brighton
- Maintains a close collaborative working relationship with the People and Culture, Mission Integration, Finance all other clinical leadership departments.

#### **Committee Membership**

**The Nurse Manager - Perioperative Services will participate as a member of the following committees:**

- Relevant external committees as a representative of Cabrini

- As directed by the General Manager/Director of Nursing Brighton

### Staff Development

**The Nurse Manager - Perioperative Services 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 Nurse Manager - Perioperative Services must demonstrate the following requirements:**

#### ESSENTIAL

##### **Educational/Vocational**

- Relevant post graduate qualifications

##### **Registration**

- Registered with APHRA as a Registered Nurse/Midwife
  - **Experience** A minimum of five years clinical experience within the Perioperative setting

Effective leadership skills and management in perioperative nursing

- Knowledge in leading services in times of organisational change
- At least 3 years relevant experience in the health industry in a management role

##### **Knowledge**

- Understanding of the requirements of the *Nurse Act 1993 (Vic)* and the ANMC National Competencies
- Knowledge of the Commonwealth and State legislation and accreditations
- Knowledge of the ACORN Standards and AS 4187
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### Conditions of Employment

Salary and conditions in accordance with the Cabrini EBA

### 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:**

<b>Behaviours that matter</b>	<b>Unacceptable behaviours</b>
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

**We exhibit a positive attitude:**

Behaviours that matter	Unacceptable behaviours
We approach our day with energy and enthusiasm	We are negative or apathetic
We look for the best in people	We are judgemental and put others down
We take pride in our personal appearance	We look dishevelled, dirty or have offensive personal odour

**We want to build a just and sustainable community:**

Behaviours that matter	Unacceptable behaviours
We treat each other fairly	We are hostile or abuse our power
We use our resources responsibly	We are wasteful or extravagant
We consider the environmental impact of all we do	We are thoughtless or careless

**APPROVAL**

*The above statements are intended to describe the general nature and level of work being performed by the incumbent of this role. This document may be revised or updated at any time in line with role, and/or organisational changes. Any such changes will be communicated with the appointed person.*

**I certify that this position description is an accurate description of the responsibilities assigned to the role**

**Authorised:**

  
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 Louise Alexander, Executive Director Malvern

**04/08/2025**

**Date**