

POSITION DESCRIPTION

Position Title	Associate Nurse Manager (Women's Mental Health)
Reports to (Title)	Nurse Manager – Women’s Mental Health
Group Director/ Chief	Chief of Mental Health and Cabrini Outreach
Department	Allied Health
Position Location	Hopetoun
Award/Agreement	Salary & Conditions in accordance with Contract of Employment
Delegation of Authority Level	

Position Summary & Role Purpose

The Associate Nurse Manager acts as a responsible and effective team member and leader, assists in the overall clinical management of the ward, is responsible for the provision of comprehensive patient care and supervision of care given by nurses in accordance with AHPRA (Nursing and Midwifery Board of Australia)

Participates in direct patient care and assists the Nurse Unit Manager with supervision and management duties ensuring all ward activities are in accordance with the ongoing Mission, Philosophy and Values of Cabrini and the Philosophy and objectives of the Nursing Division.

Key Result Areas

1. Key Responsibilities, Outcomes and Activities

1.1 Leadership and management

- Supervises the day to day ward activities and coordinates the utilisation of personnel and equipment in the Nurse Unit Manager's absence.
- Assumes responsibility for total patient population of the ward in the absence of the Nurse Unit Manager.
- Liaises with the multidisciplinary team, and other hospital departments to ensure effective use of staff and material ward resources.
- Allocates nurses on each shift according to patient requirements and skill mix
- Communicates with other hospital departments to facilitate coordinated inter departmental activities.
- Actively communicates with the After-hours Nursing Coordinator in the Nurse Unit Manager's absence, to ensure staffing allocation is reflective of unit's safe operational requirements and patient acuity.
- Assumes responsibility for nominated portfolios as designated by Nurse Unit Manager.
- Actively communicates with Nurse Unit Manager regarding updates to portfolios.
- Maintains awareness of unit's Key Performance Indicators, Key Responsibility Areas and performance targets and actively manages the unit's resources.
- Role models professional behaviour to all staff in accordance with 'Our Promise'.
- Acts as a resource person interpreting hospital policy and communicating with hospital personnel offering guidance and direction in assessing and solving complex

problems. Collaborates with the Nurse Unit Manager or After-hours Nursing Coordinator when and as necessary.

- Ensures each staff member receives frequent feedback on their work performance and participates annually in the staff development program which includes evaluation and alignment with Values/Mission.
- Assists the Nurse Unit Manager establish and maintain a program designed to assure quality service in the ward.
- Evaluates environmental safety and refers any recommendations directly to the Nurse Unit Manager. Note that the general appearance of the ward, including all its *rooms*, reflects the care and consideration for the occupants, by staff. Encourage, care and respect for all equipment so that it is always ready for patient use.
- Assists the Nurse Unit Manager to regularly evaluate documentation to determine compliance to hospital policy.
- Provide leadership, through effective personal, professional communication, and interpersonal capabilities and change management as well as team and strategic capabilities.
- Facilitate staff development, including coaching, mentoring and achieving competencies.
- Ensure staff within the team have performance development plans, where they are held accountable for meeting expectations and agreed goals that are reviewed at least annually; in collaboration with People & Culture, manage disciplinary matters and grievances in accordance with policy, to ensure good staff relationships.
- Participate in meetings as well as relevant committees and working parties as required.

1.2 Operational Responsibilities

- In a spirit of compassion, integrity and respect, interviews and examines the patient, and documents the assessment findings on admission.
- Whilst promoting an atmosphere of confidence and confidentiality, identifies through discussion with the patient, family and relevant others, actual and potential problems.
- Assesses and documents the anticipated needs of the patient and family during and following hospitalisation and recovery period.
- Routinely monitors the goals and results of care, diagnostic procedures and investigations.
- Assesses the immediate ward environment to ensure the safety of all hospital personnel, patients and visitors.
- Documents the planned nursing care and ensures the goal of holistic care and recovery remains current.
- Organises and delegates duties to the unit's nursing team taking into consideration the patients' needs and the nurses' level of experience/training.
- Guides nursing staff, students and Graduate Nurses collaboratively plan patient goals and care taking this opportunity to apply the Values as a means of enriching such care.
- Takes into account the Equip National Standards, The Mental Health Standards and Nursing.
- Standards when planning and delivering care to patients.
- Systematically evaluates and documents the outcomes of nursing/medical interventions and reports significant anomalies promptly.
- Revises nursing care/recovery plan, involving other nursing and multidisciplinary team members, if actual outcomes (patient responses) to nursing interventions do not correlate with the planned or expected outcomes.
- Assists with patient satisfaction and HoNOS data reporting and assists with planning interventions to continually improve scores.
- Conducts work and self in accordance with the Cabrini 'Our Promise' code of conduct.

- Proactive, collaborative and goal focussed leadership style.
- Applies strategic workforce planning in line with the Catholic Social Teaching Principles.
- Compliance with Cabrini Work Health and Safety policies, procedures and systems relevant to the position and location of work, and actively protecting the health and safety of self and others through conduct and performance.
- Working connectedly with team and the Cabrini community, including patients, visitors, Visiting Medical Officers, volunteers and staff.

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 2015 and the National Catholic Safeguarding Standards. 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 including the following:

- Child safe organisational framework
- Mandatory reporting of suspected child abuse
- Working with children check

Organisational Relationships

- Reports directly to the Chief of Mental Health and Cabrini Outreach
- Maintains a close collaborative working relationship with the clinical leadership and broader Women's Mental Health team.

Committee Membership

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

- Relevant external committees as a representative of Cabrini
- As directed by the Chief of Mental Health and Cabrini Outreach

Staff Development

The Associate Nurse 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 Manager must demonstrate the following requirements:

ESSENTIAL

Educational/Vocational

- Post Graduate Mental Health qualification or equivalent with advanced clinical skills, knowledge and experience in the areas of Mental Health and Dual Diagnosis nursing.

Registration

- Current registration with the Australian Health Practitioners Regulation Agency as a Registered Nurse.

Knowledge and Experience

- Ability to conduct relevant risk assessments including mental health risk assessment, mental state examinations and Drug and Alcohol assessments.
- High-level communication and interpersonal skills, including the ability to delegate, motivate and work as an effective member of the team.
- Ability to conduct relevant risk assessments including mental health risk assessment, mental state examinations and Drug and Alcohol assessments.
- Ability to educate patients, family and staff.
- Sound planning and organisational skills.
- Commitment to on-going education and self-directed learning.
- Commitment to and understanding of continuous quality improvement.
- At least 5 years post graduate mental health clinical experience.
- Knowledge and skills of the principles of infection management

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

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


Approved:



 Group Director, People & Culture

20 April 2021

Date**Authorised:**



 Chief Executive

20 April 2021

Date