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| **Position Title** | Associate Nurse Unit Manager  |
| **Position Number** | N5890 |
| **Department** | 70 Lowe Street |
| **Classification** | ANUM  |
| **Agreement**  | Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016-20  |
| **Reports to:** | Manager 70 Lowe Street |

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| **POSITION DESCRIPTION** |  |

**Position Purpose:**

The Associate Nurse Unit Manager (ANUM) is a senior nursing position that encompasses management responsibilities, particularly in the day-to-day organisation of the ward/unit. The ANUM works as a member of a multidisciplinary team that provides quality client-focused care ensuring a holistic approach to the patient, and their carers. The ANUM will act as a role model by encouraging a best practice philosophy amongst the staff and practice within the core values of EGHS.

**Department / Unit Specific Overview**

70 Lowe Street is a 45 bed residential aged care facility. Our aged care services focus on the individual, their family, friends and community, Individualised care is assured by identifying the Residents personal preferences and interest in all areas across the social and clinical spectrum. We have adopted the Montessori environment approach to provide purpose and stimulation through everyday activities. This approach supports our residents to live their lives to the fullest and make the most of the services we have to offer.

**Montessori Principals**

**Relate, Motivate, Appreciate** summarises the 12 key principals of the Montessori Model of Care.

People with dementia and those who have a cognitive impairment are often confronted with what they can no longer do or with the mistakes that they make. Montessori principles are designed to focus on what they can still do. This is a person-centred approach focusing on the person’s capabilities, capturing their interest and showing them respect. It is important that the focus includes building on the person’s strengths.

**Our Values**

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| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Integrity.jpg** | **Integrity** | We value integrity, honesty and respect in all relationships |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Excellence.jpg** | **Excellence** | We value excellence as the appropriate standard for all services and practices |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Community.jpg** | **Community** | We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Working_Together.jpg** | **Working Together** | We value equally all people who make a contribution to EGHS to achieve shared goals |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Learning_Culture.jpg** | **Learning Culture** | We strive to continually lead and develop through education, training, mentoring and by teaching others. |

**Organisational Context**

East Grampians Health Service is a rural health service located in Ararat and Willaura in Western Victoria and is an integral part of a thriving community that is committed to quality services providing health and wellbeing to people of all backgrounds.

Serving a diverse community, East Grampians Health Service delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, residents and the community.

**Our Vision**

To be leaders in rural health care

**Our Strategic direction**

EGHS strategic plan 2019-22 mirrors the Victorian Government Health 2040; Advancing Health, Access and Care guidelines and is underpinned by our organisational values and behaviours - ‘improving our communities health and quality of life through strong partnerships and by responding to changing needs’. We incorporate our opportunities through Better Health, Better Access, and Better Care, which are pivotal in achieving our vision of being ‘leaders in rural health care’:

**BETTER HEALTH**

* A system geared to prevention as much as treatment
* Everyone understands their own health risks
* Illness is detected and managed early
* Healthy neighbourhoods and communities encourage healthy lifestyle

**BETTER ACCESS**

* Care is always there when people need it
* More access to care in the home and community
* People are connected to the full range of care and support they need
* There is fair access to care

**BETTER CARE**

* Target zero avoidable harm
* Healthcare that focuses on outcomes
* People are active partners in care
* Care fits together around people’s needs

**Organisational Responsibilities**

* Be aware of and work in accordance with EGHS policies and procedures, including:

[Victorian Public Sector - Code of Conduct](http://intranet.eghs.net.au/Files/Human%20Resources/Victorian%20Public%20Sector%20-%20Code%20of%20Conduct.pdf)

[Confidentiality, Security and Management of Information - SOPP 24.02](http://intranet.eghs.net.au/Files/Policies/CONFIDENTIALITY%2C%20SECURITY%20AND%20MANAGEMENT%20OF%20INFORMATION%20-%20SOPP%2024.02.pdf)

[Hand Hygiene - SOPP 70.18](http://intranet.eghs.net.au/Files/Policies/HAND%20HYGIENE%20-%20SOPP%2070.18.pdf)

[Occupational Health and Safety - SOPP 72.09](http://intranet.eghs.net.au/Files/Policies/OCCUPATIONAL%20HEALTH%20AND%20SAFETY%20-%20SOPP%2072.09.pdf)

[Person Centred Care - SOPP 60.20](http://intranet.eghs.net.au/Files/Policies/PERSON%20CENTRED%20CARE%20-%20SOPP%2060.20.pdf)

[Safety - SOPP 72.13](http://intranet.eghs.net.au/Files/Policies/SAFETY%20-%20SOPP%2072.13.pdf)

[Performance Development policy - SOPP 35.27](http://intranet.eghs.net.au/Files/Policies/PERFORMANCE%20DEVELOPMENT%20POLICY%20-%20SOPP%2035.27.pdf)

[Risk Management - SOPP 74.01](http://intranet.eghs.net.au/Files/Policies/RISK%20MANAGEMENT%20-%20SOPP%2074.01.pdf)

* Be respectful of the needs of patients, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
* Be aware of the National Safety and Quality Health Service Standards and all other standards as it relates your area of work and associated accreditation.
* Undertake other duties as directed that meet relevant standards and recognised practice.
* Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a Police check.
* All staff are expected to identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients.
* Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
* Participate in all mandatory education and orientation sessions as outlined by EGHS.
* East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.

**Responsibilities and Major Activities**

* Manage and be accountable for a portfolio / project as delegated by the NUM
* Responsible for workload delegation, ratios and maintaining a safe working environment including appropriate skills mix of staff to patient needs
* Ensures and promotes an excellent standard of care and service delivery in partnership with patients / residents, consumers and community at all levels of health care provision, planning and evaluation
* Accepts responsibility for own actions, providing clinical oversight to nursing practice within the designated area and recognises limitations in practice and abilities and seeks input from more experienced clinicians and help as necessary
* Provide physical, emotional and environmental assistance for patients in addition to supporting the team through counselling and education
* Provide expert input into the planning, delivery and evaluation of nursing care in partnership with the patient / resident and the multidisciplinary team
* Assist the Unit Manager in the leadership and co-ordination of staff rostering, recruitment and retention of workforce and operational workflows
* Assist the Unit Manager by providing expert guidance, mentoring and supervision to other practitioners and students ensuring ongoing professional development opportunities for all staff
* Demonstrate accurate, complete and up-to-date documentation in line with EGHS policies and maintain a high documentation standard of all staff within the designated area
* Lead the usage and implementation of evidence based clinical practice and provide guidance and support to all staff to encourage best practice
* Provide leadership in co-ordination with the Unit Manager for service development and quality improvement activities within your designated area
* Ensure that all patients, residents, clients, visitors and staff are treated with respect, dignity and courtesy in an environment that is free from harassment and discrimination
* Managing the complaints process of staff and providing facilitating discussion with all relevant stakeholders including patients / residents and family
* Undertake the admission and discharge of patients to a high standard as required by your area of work
* Assist the Unit Manager in financial performance and management
* Assist in completion of staff Personal Development Plan (PDP) meetings

**Key Performance Indicators**

* To demonstrate evidence that utilises the Montessori Model of Care methods in resident care
* Participate in professional development.
* Participate in annual Mandatory Education Program.
* Maintain annual competencies and attend training.
* Accuracy and timeliness of work completed.
* Annual professional development plan.

Key Selection Criteria

**Essential Criteria:**

* Current Registered Nurse with AHPRA
* Extensive experience of the accreditation process within the designated area
* Demonstrated leadership capacity and management skills with a commitment to EGHS strategic and operational goals
* Demonstrated advanced clinical nursing skills including the ability to undertake detailed physical assessments within scope of practice
* Demonstrated excellent written and verbal communication, co-ordination and organisational skills
* Demonstrated ability to lead care provision and foster collaboration as part of a multidisciplinary team
* Commitment to flexibility and innovation in practice including an evidence based approach to care
* Current drivers licence

**Must comply to having or completion of:**

* National Police Check (renewed every 3 years)
* Working with Children Check (renewed every 5 years)

 **Desirable Criteria**

* Post-graduate qualification in a specific field of nursing / management or working towards

**Acknowledgement**

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| **Employee Name:** |  |
| **Employee Signature:** |  | **Date:** |  |
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| **Manager Name:** |  |
| **Manager Signature :** |  | **Date:** |  |
|  |  |
| **Developed Date:** | **March 2019** |
| **Developed By – Name:** |  |
| **Developed by – Title:** | **Director of Clinical Services** |
| **Date of Next Review:** | **March 2020** |