

POSITION DESCRIPTION

SNSWLHD - Senior Nurse - Nurse Mgr Gde 5

Working in Southern NSW... People Caring for People

Our staff work in collaboration with all team members to ensure the needs of our patients and families are central to the decisions of the health care we provide.

You are committing to demonstrate the CORE values and behaviours

Collaboration, Openness, Respect and Empowerment.

Organisation	NSW Health
Local Health District / Agency	Southern NSW Local Health District
Position Classification	Nurse Mgr Gde 5
State Award	Public Health System Nurses & Midwives (State) Award
Category	Nursing & Midwifery Nurse Manager
Website	www.snswlhd.health.nsw.gov.au/

PRIMARY PURPOSE

The Senior Nurse is the professional nursing lead for the Mental Health Service and Alcohol & Other Drugs Service in Southern NSW. The position collaborates with service directors and managers to ensure the highest standard of nursing practice. The position will assess, monitor and further develop professional standards of nursing practice, ensure implementation of evidence-based approaches to nursing care, work with managers to plan and develop the nursing workforce, assist with the management of critical and adverse events, and monitor and manage industrial issues. The Senior Nurse is a member of the Mental Health and Alcohol & Other Drugs Executive and reports directly to the District Director Mental Health and Alcohol & Other Drugs. Part time requests will be considered.

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course of a COVID-19 vaccine which has been approved or recognised by the Therapeutics Goods Administration (TGA). New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an approved medical contraindication certificate certifying the worker cannot have any approved COVID-19 vaccines available in NSW.

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations. Please provide proof of booster vaccination if available.

KEY ACCOUNTABILITIES

- Provide nursing leadership in the development of the highest standards of clinical practice within the services to ensure the service meets the needs of patients and their families and carers.
- Lead and collaborate with directors, managers and the Nursing and Midwifery Directorate on the development and implementation of District-wide nursing strategies.
- Develop, monitor and evaluate the allocation and utilisation of the nursing workforce including development of staffing profiles, rostering, and skills mix to support the delivery of safe, high quality services whilst ensuring adherence to industrial requirements.
- Lead and coordinate Mental Health Pathways in Practice (MHPiP).
- Meet deadlines, achieve key performance indicators, financial targets, and achieve organisational goals.
- Develop and deliver an annual operational plan.

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- Implement the Elevate principles and maintain a focus on workplace wellbeing.
- Maintain exceptional written and verbal communication.
- Provide timely and effective analysis, advice and recommendations on strategic and operational issues to the District Director.
- Be an active team member of the Mental Health and Alcohol & Other Drugs Executive, participate in the Executive on-call roster, and undertake other duties as required.

KEY CHALLENGES

- Successfully manage high workloads and competing demands.
- The position works with people across multiple sites and requires travel and overnight stays as required.

KEY RELATIONSHIPS

Who	Why
Manager	Provide advice, escalate issues, meet deadlines, provide regular updates on key projects, issues and priorities, undertake duties as required.
Team	Be an effective member of the work team, collaborate, participate in meetings, share information and provide input on issues.
Patients, consumers, families and carers	Ensure services provide safe, contemporary, trauma informed, evidence-based care and treatment.
Service Stakeholders	Liaise, consult and develop effective professional relationships.
Other Local Health Districts	Liaise, consult and develop effective professional relationships.

SELECTION CRITERIA

1. Registration with the Australian Health Practitioners Regulation Agency (AHPRA) as Registered Nurse.
2. Relevant tertiary qualifications in management or related field or equivalent work experience, or a combination of study and work experience.
3. Demonstrated leadership and people management skills with the ability to empower and motivate staff to achieve service and professional goals and high standards of nursing practice.
4. Demonstrated knowledge of clinical redesign methodologies and their application in mental health and AOD service delivery with the ability to lead the implementation of evidence-based, best practice models of care.
5. Comprehensive knowledge of and commitment to patient safety and quality, enterprise risk management, and professional practice development and research.
6. Demonstrated ability to manage financial and human resources (including nursing profile management)

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and work within industrial frameworks and workforce organisational policy.

7. Evidence of a current unrestricted drivers' licence and the ability to maintain. Ability and willingness to drive/travel as the role requires. This may involve driving long distances and overnight stays.

OTHER REQUIREMENTS

- Southern NSW Local Health District is committed to providing a person centred environment focusing on all aspects of safety and quality. Each employee has a responsibility to ensure the highest standard of quality care. Role and responsibilities are to be performed in a manner that is in accordance with relevant legislation, awards, state and local policies, procedures and guidelines.
- All employees contribute to a constructive workplace culture and a safe workplace by modelling the organisation's CORE values of Collaboration, Openness, Respect and Empowerment (CORE) and ensuring all workplace conduct aligns with the behaviours associated with those values and the NSW Health Code of Conduct.
- All employees participate in the performance development and review process for own professional/personal development and to identify educational and development needs.
- As a leader you are expected to support the organisation achieve the aims of the safety management system, to establish and maintain a positive health and safety culture in the workplace and to consult with workers and others when making decisions that may impact upon the health, safety and welfare of those in the workplace.

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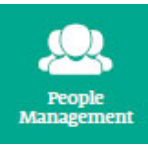
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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
	Display Resilience and Courage	Advanced
	Act with Integrity	Advanced
	Manage Self	Advanced
	Value Diversity	Advanced
	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
	Manage and Develop People	Advanced
	Inspire Direction and Purpose	Advanced
	Optimise Business Outcomes	Adept
	Manage Reform and Change	Adept

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Job Demands for: SNSWLHD - Senior Nurse - Nurse Mgr Gde 5

Physical Demands	
Sitting - remaining in a seated position to perform tasks Occasional	Standing - remaining standing without moving about to perform tasks Occasional
Walking - floor type: even/uneven/slippery, indoors/outdoors, slopes Occasional	Running - floor type: even/uneven/slippery, indoors/outdoors, slopes Infrequent
Bend/Lean Forward from Waist - forward bending from the waist to perform tasks Frequent	Trunk Twisting - turning from the waist while sitting or standing to perform tasks Frequent
Kneeling - remaining in a kneeling posture to perform tasks Occasional	Squatting/Crouching - adopting a squatting or crouching posture to perform tasks Occasional
Leg/Foot Movement - use of leg and/or foot to operate machinery Infrequent	Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps Occasional

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<p>Lifting/Carrying - light lifting and carrying (0 to 9 kg)</p> <p>Frequent</p>	<p>Lifting/Carrying - moderate lifting and carrying (10 to 15 kg)</p> <p>Occasional</p>
<p>Lifting/Carrying - heavy lifting and carrying (16kg and above)</p> <p>Infrequent</p>	<p>Reaching - arms fully extended forward or raised above shoulder</p> <p>Occasional</p>
<p>Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body</p> <p>Occasional</p>	<p>Head/Neck Postures - holding head in a position other than neutral (facing forward)</p> <p>Occasional</p>
<p>Hand and Arm Movements - repetitive movements of hands and arms</p> <p>Frequent</p>	<p>Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands</p> <p>Occasional</p>
<p>Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work</p> <p>Infrequent</p>	<p>Driving - Operating any motor powered vehicle</p> <p>Infrequent</p>

Sensory Demands

<p>Sight - use of sight is an integral part of work</p>	<p>Hearing - use of hearing is an integral part of</p>
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performance (e.g. viewing of X-Rays, computer screens) Constant	work performance (e.g. Telephone enquiries) Constant
Smell - use of smell is an integral part of work performance (e.g. working with chemicals) Not Applicable	Taste - use of taste is an integral part of work performance (e.g. food preparation) Not Applicable
Touch - use of touch is an integral part of work performance Frequent	

Psychosocial Demands	
Distressed People - e.g. emergency or grief situations Frequent	Aggressive and Uncooperative People - e.g. drug/alcohol, dementia, mental illness Frequent
Unpredictable People - e.g. dementia, mental illness, head injuries Frequent	Restraining - involvement in physical containment of patients/clients Occasional
Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies	

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Frequent

Environmental Demands

<p>Dust - exposure to atmospheric dust</p> <p>Not Applicable</p>	<p>Gases - working with explosive or flammable gases requiring precautionary measures</p> <p>Not Applicable</p>
<p>Fumes - exposure to noxious or toxic fumes</p> <p>Not Applicable</p>	<p>Liquids - working with corrosive, toxic or poisonous liquids or chemicals requiring PPE</p> <p>Not Applicable</p>
<p>Hazardous Substances - e.g. dry chemicals, glues</p> <p>Not Applicable</p>	<p>Noise - environmental/background noise necessitates people raise their voice to be heard</p> <p>Not Applicable</p>
<p>Inadequate Lighting - risk of trips, falls or eyestrain</p> <p>Not Applicable</p>	<p>Sunlight - risk of sunburn exists from spending more than 10 minutes per day in sunlight</p> <p>Not Applicable</p>
<p>Extreme Temperatures - environmental temperatures are less than 15°C or more than 35°C</p> <p>Not Applicable</p>	<p>Confined Spaces - areas where only one egress (escape route) exists</p> <p>Infrequent</p>
<p>Slippery or Uneven Surfaces - greasy or wet</p>	<p>Inadequate Housekeeping - obstructions to</p>

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floor surfaces, ramps, uneven ground Infrequent	walkways and work areas cause trips and falls Infrequent
Working At Heights - ladders/stepladders/scaffolding are required to perform tasks Not Applicable	Biological Hazards - exposure to body fluids, bacteria, infectious diseases Constant