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SA Health Job Pack

Job Title	Nurse Unit Manager – Medical Imaging
Job Number	676219
Applications Closing Date	14 December 2018
Region / Division	Central Adelaide Local Health Network
Health Service	State-wide Clinical Support Services (SCSS) Flinders Medical Centre
Location	Bedford Park
Classification	RN3
Job Status	Full-time Ongoing
Total Indicative Remuneration	\$124,307 - \$131,635 p.a.

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Child Related Employment Screening - **DCSI**
- Vulnerable Person-Related Employment Screening - **NPC**
- Aged Care Sector Employment Screening - **NPC**
- General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Contact Details

Full name	Susan Waters
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Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Nurse Unit Manager
Classification Code:	Registered Nurse/Midwife Level 3
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network
Hospital/ Service/ Cluster	State-wide Clinical Support Services (SCSS)
Division:	SA Medical Imaging
Department/Section / Unit/ Ward:	Flinders Medical Centre
Role reports to:	Nursing Director SA Medical Imaging
Role Created/ Reviewed Date:	October 2018
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

Provide pivotal co-ordination of patient care delivery in the Medical Imaging Department within SA Medical Imaging (SAMI) using expert clinical knowledge and experience to lead the nursing team.

The main focus of this role is the line management, coordination and leadership of nursing team activities and the associated multidisciplinary team to achieve continuity and quality of patient/client care and outcomes which is consistent with the SA Health quality framework.

Work at this level is undertaken by employees with at least 3 years post registration experience.

The Nurse Unit Manager, Medical Imaging accepts accountability for:

- The outcomes of nursing practices in the Medical Imaging setting.
- Addressing inconsistencies between practice and policy.
- Creating an environment conducive to learning.
- Developing team performance and a positive work culture in the interest of patient/client outcomes.
- Material and human resource management.

The Nurse Unit Manager leads the nursing team within the practice setting and undertakes a combination of patient care area/ team leadership and resource management.

Direct Reports:

Direct reports to this position include

- Level 1 & 2 RNs
- Enrolled Nurses
- Nursing Students

Key Relationships/ Interactions:Internal

- Maintains close collaborative working relationships with all level 3 and level 4 Nurses of both SAMI and the broader LHNs.
- Works collaboratively with the respective SAMI Site Campus Operations Manager
- Develops, supports and works collaboratively with other members of the SAMI health care team
- Provides direct line report and maintains a close working relationship with the Associate Nurse Unit Manager (Level 2) and the Clinical Nurse (Level 2).
- Provides direct line report and maintains cooperative and productive working relationships within all members of the health care team.
- Provides direct line report and maintains develops, supports and works collaboratively with less experienced members of the nursing team.
- Works collaboratively with Site Managers of SAMI services located at Murray Bridge and Berri

External

- Develops and maintains relationships with non-government organisations or other government organisations.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Managing a team and addressing inconsistencies in between practice and polices/procedures
- Working collaboratively within and across a multidisciplinary team
- Monitor and manage unit resources and promote a culture of due diligence across the broader health care team
- Keeping up-to-date with professional standards of practice, implementing and monitoring evidence based care and quality and safety initiatives

Delegations:

- Standard financial approval processes apply
- Delegate of authority for human resources processes

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

*NB Reference to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- Meet immunisation requirements as outlined in the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- *Work Health and Safety Act 2012* (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- *Return to Work Act 2014* (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children's Protection Act 1993* (Cth) – 'Notification of Abuse or Neglect'.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012* (SA)
- *SA Information Privacy Principles*
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009* (SA), *Health Care Act 2008* (SA), and the SA Health (Health Care Act) Human Resources Manual.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- *Health Practitioner Regulation National Law (South Australia) Act 2010*
- *Mental Health Act 2009* (SA) and Regulations
- *Controlled Substances Act 1984* (SA) and Regulations
- The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- SA Health/LHN/SAAS policies, procedures and standards

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007 (Cth)*.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- The incumbent will be required to participate in an "on call" roster over 24 hours.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> • Integrate contemporary information and evidence with personal experience to support the decision making, innovative thinking and objective analysis that are expected at this level. e.g. Expert Clinical knowledge underpins and informs their ability to support and lead clinical services and management activities that contribute to improve and optimise nursing/midwifery care. • Provide the pivotal leadership and co-ordination of client care delivery to achieve continuity and quality of patient/client care and outcomes and efficient patient/client flow. • Accountable for ensuring Medical Imaging Nursing practice is based on National Safety and Quality Standards, Australian College of Operating Room Nurses Standards, and other Professional Standards where appropriate • Develops, implements and supports processes for escalation of care for deteriorating patients including inter facility transfer; • Ensure effective strategies are in place to evaluate outcomes, and convey information to other health professionals; • Incident and complaint investigation and management; • Adapt local process and practices in response to fluctuations in service needs, clinical findings, research, advances in practice and technology in collaboration with other members of the Medical Imaging Team • Ensures Infection Control Principles are adhered to in the Medical Imaging Department; • Provides a safe and equitable environment for the Medical Imaging Nursing team; • Ensures all Medical Imaging Nursing Protocols and procedures are evidence based and best practice by integrating contemporary information and research.
Support of health service systems	<ul style="list-style-type: none"> • Use available information systems: to inform decision making, to implement and co-ordinate processes for quality improvement, to monitor and analyse incidents and accidents, to ensure quality and safety is not compromised, to evaluate outcomes and convey information to staff. • Undertake and/or oversee, within their span of control, some or all local resource management within the corporate administrative framework, including some or all of the following within their defined ward/unit/value stream or program: recruitment, staffing, leave management. rostering, work allocation and attendance management, financial and supplies planning and monitoring. • Contribute to the development of, implementation of, and monitoring of corporate policies and processes and lead in their area of expertise. • Management of resources with due diligence. • Implement and co-ordinate within span of control, processes for quality improvement and continuity within corporate risk management and nursing/midwifery professional practice frameworks. • Identifying hazards, assessing risks and implementing, monitoring and maintaining hazard control measures. • Implement local processes to operationalise the corporate risk management framework including investigating complaints, incidents

	<p>and accidents.</p> <ul style="list-style-type: none"> • Change local processes and practices in accordance with emerging service needs, care evaluation results, identified imminent systems problems, and coordination of local activities with corporate systems. • Establish strategies to manage unplanned Medical Imaging Nursing absences in a cost effective manner • Ensure Medical Imaging Nursing Services are maintained through efficient rostering, work allocation, leave and attendance management, recruitment and staffing; • Monitors Medical Imaging Nursing Budget, identifies and investigates any trends reporting to the Campus Operations Manager and Nursing Director • Within corporate framework monitors and plans for supply of medical consumables required for Medical Imaging Procedures; • Ensures strategies in place to ensure appropriate storage and monitoring of controlled substances are in accordance with LHN policy • Develops a safe work culture promoting cultural awareness, prevention of sexual harassment and negatively discriminating behaviour. Promotes awareness of processes to report breaches; • Supports a pro-active approach to Risk Management including hazard identification, training and supervision of staff using equipment where appropriate, maintaining relevant WHS documentation; • Collaborates with the OHS representative, committees and staff on changes with potential impact on health and safety; • Demonstrate sound change management principles and strong leadership of the Medical Imaging Nursing Team during periods of change; • Ensure effective communication strategies are in place for communicating with all members of the Medical Imaging Team, the Campus Operations Manager and the Nursing Director.
Education	<ul style="list-style-type: none"> • Hold a contemporary professional practice portfolio containing evidence of postgraduate qualifications, learning and practice experience that underpin a demonstrable application of knowledge and skills commensurate with the level and type of practice expected of the role. • Ensure mechanisms are in place to support ongoing education where work and learning are integrated. • Develop and maintain a learning environment, taking a coaching approach to team development, individual capability development and performance development. • Foster a culture of clinical learning into daily Medical Imaging Nursing practice when relevant, by introducing clinical expertise into team/ individual development and clinical teaching.
Research	<ul style="list-style-type: none"> • Contribute specific expertise to monitor and evaluate research activities in order to improve nursing or midwifery practice and service delivery. • Establishing, implementing and evaluating systems, which ensure best practice/evidence and patient/client outcomes. • Applies evidenced based recommendations to improve practice and service function. • Uses metrics and research outcomes to identify the need for future evaluation or research action in order to improve practice and service delivery. • Identifies opportunities for, facilitates and participates in research

	activities undertaken within Medical Imaging.
Professional leadership	<ul style="list-style-type: none"> • Provides leadership and direction, acts as a role model, mentor, consultant and resource person. • Lead the Nursing/Midwifery team within the professional practice framework established by the Director of Nursing/Midwifery, and where appropriate, lead a multi-disciplinary team. • Leads changes to models of care. • Participate in workgroups/programs for patient/client outcomes that extend beyond the unit/service/workplace. • Facilitate professional development of Medical Imaging Nurses and ensuring all have the appropriate skill set to undertake Medical Imaging Nursing; • Create an environment conducive to learning; • Participate in annual Performance Review and Development for all Medical Imaging Nurses; • Create a culture of succession planning by nurturing and mentoring emerging leaders of the Medical Imaging Nursing Team; • Foster a culture of caring within the Medical Imaging Nursing team and in daily interactions with Medical Imaging patients; • Inspire the Medical Imaging Nursing Team to work towards a shared vision which is reflective of the Medical Imaging Departmental and SA Medical Imaging Vision statements. • Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills:

- Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills.
- Ability to work effectively within a multidisciplinary team.
- Ability to review and improve models of care to be person and family centred.
- Demonstrated ability to foster a workplace environment that develops staff potential.
- Proven ability for flexibility, innovation and creativity within the whole of service setting.
- Demonstrated ability in leading and promoting consumer engagement initiatives
- Demonstrated ability in the leadership and facilitation of change management.

Experience

- Registered Nurse and or Midwife with at least 3 years post registration experience.
- Demonstrated competence in the relevant area of nursing and/or midwifery practice in accordance with the relevant standards
- Experience in management and leadership roles
- Experience in the supervision of students, enrolled nurses and less experienced registered nurses and or midwives.

Knowledge

- Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards
- Knowledge of Australian National Safety and Quality and Safety Health Service Standards
- Knowledge of contemporary professional nursing and or midwifery and health care issues.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Tertiary qualifications in nursing and or midwifery or human services related discipline (Graduate Diploma or Master level)

Personal Abilities/Aptitudes/Skills:

- Skills in using computers and software relevant to the area of practice.

Experience

- Experience in the financial, asset and human resources management of a ward/unit/service.
- Experience in facilitating nursing or midwifery related research and applying findings to the area of practice.
- Experience in organisational strategic planning.

Knowledge

- Knowledge of the South Australian Public Health System.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

Medical Imaging provides a service to diagnose treat and assist in the medical management of patients referred to FMC. Medical Imaging provides state of the art imaging and highly interventional surgical procedures under x-ray guidance in a rapidly developing field of vascular and neurological interventions.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- We are committed to the values of integrity, respect and accountability.
- We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: