Position Description

Position Title	Associate Nurse Manager
Position Number	30005282
Division	Clinical Operations
Department	Hospital in the Home (HITH)
Enterprise Agreement	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement for 2024-2028
Classification Description	Associate Nurse Unit Manager Year 1 – 2
Classification Code	YW11 – YW12
Reports to	Nurse Unit Manager HARP PAC Community Health and Diabetes Education/ HITH
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: Bendigo Health Website - About Bendigo Health

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Associate Nurse Unit Manger (ANUM) position is responsible for providing advanced clinical leadership and direct patient care within the Hospital in the Home (HITH) program. The role demands expert clinical knowledge, decision-making skills, and a person-centred approach to delivering high-quality, evidence-based care. The position ensures safe, efficient, and coordinated care for patients, while fostering a collaborative multidisciplinary environment that supports continuous learning, service development, and quality improvement.

In addition to delivering direct clinical care, the position supports the Nurse Unit Manager in overseeing the operational and strategic aspects of the service. This includes staff allocation, resource management, compliance with mandatory training, risk management, and ongoing service improvement. The role also encompasses a commitment to mentoring and supporting clinical staff and students, promoting best practice standards, and ensuring the service meets all legislative and regulatory requirements.
The position is a key resource in the day-to-day functioning of the HITH program, contributing to clinical decision-making, education, change management initiatives, and fostering a culture of safety, respect, and excellence in care delivery.

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

Responsibilities and Accountabilities

Key Responsibilities

Direct clinical care:

- Demonstrate an advanced level of clinical knowledge and expertise relevant to the area and to act as a resource providing clinical support, education and training to staff
- Demonstrated sound problem solving approach to patient access without compromising quality or patient outcomes
- Promote and monitor a goal directed care planning process that facilitates client empowerment and an commitment to active participation in their healthcare
- Actively manage and oversee the care of all HITH patients, ensuring the provision of therapeutic interventions that are person centred and guided by evidence based practice
- Management of the day to day operations of each shift including daily allocation of staff and physical resources, ensuring operational requirements of the program are met
- Work co-operatively as part of a multidisciplinary team recognising expertise and contribution of all team members, collaborating in treatment and referral to other services as necessary
- Actively participate in regular case conferences with other members of the team, assisting in decision making regarding treatment goals and care plans
- Actively continue to develop professionally by attending up to date and relevant courses and passing the knowledge on to the whole staff group

- Display excellent communication techniques to ensure the service is provided in a timely and efficient manner

Organisational Responsibilities:

- Support the Nurse Unit Manager in providing strong, effective leadership, and change management strategies
- Facilitate access to and ensures that staff complete mandatory training requirements and are aligned with relevant skill matrix
- Maintain confidentiality in regard to patients and staff at all times, ensuring professional and respectful communication of patient information
- Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service
- Promote an awareness and understanding of the HITH service to other clinical areas
- Active involvement and/or representation in program/departmental meetings and actions generated therein
- Assist in the clinical teaching/supervision and evaluation of undergraduate nursing students when required
- Participate in the orientation of staff as directed by the Nurse Unit Manager or delegate
- Participate in service development and quality improvement
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements
- Participate actively in projects and research activities or delegation when required
- Escalate concerns regarding safety, quality & risk to appropriate staff member, if unable to rectify yourself
- Other duties as determined by Nurse Unit Manager or delegate

Key Selection Criteria

Essential

1. Registered as a Registered Nurse with the Nursing and Midwifery Board of Australia via the Australian Health Practitioner Regulation Authority (AHPRA)
2. A minimum of five years' experience in nursing, within the acute or community setting with a highly developed ability to undertake clinical assessment and/or clinical interventions
3. High level of written and computer literacy skills embracing health technologies and informatics
4. Demonstrated clinical knowledge, skills and or experience relevant to HITH services these include but are not limited to : IV cannulation, PICC and Porta Cath care management and maintenance, infusion Pump set up and VAC dressing application and management
5. Proven people and communication skills including relationship building, cooperation, conflict resolution, influencing others and facilitating open discussions
6. Demonstrated ability in taking a leadership role in strategic and daily issues with well-developed problem solving abilities
7. Demonstrated self-motivation and the ability to motivate others
8. Ability to initiate and manage change

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.