

Position Description

Position Title	Associate Nurse Unit Manager
Position Number	30025825
Division	Clinical Operations
Department	Anaesthetics and Recovery
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Associate Nurse Unit Manager Year 1-2
Classification Code	YW11 – YW12
Reports to	Nurse Unit Manager Anaesthetics and Recovery
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 • Regulation with Professional Regulatory Body or relevant Professional Association • 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

Managers at Bendigo Health are an integral part of the health care team, providing leadership and direction to a dedicated staffing group.

The Peri-Anaesthetic Associate Nurse Unit Manager (ANUM) is a dynamic role responsible for overseeing the daily activity of the Anaesthetic nurse team. As the clinical leader of the team, you will be responsible for optimising patient flow and the coordination of care within anaesthetics. This involves responding proactively to the evolving care requirements of the unit and facilitating safe, appropriate and patient focussed care.

Responsibilities and Accountabilities

Key Responsibilities

- **Strategic Alignment**

Leadership – This position will be responsible for ensuring that the team is equipped to deliver strategic goals of the organisation by managing, coaching and supporting direct reports. This position will be expected to deputise for the NUM as required.

Deliver Results - This position will be required to contribute to the Organisational strategic planning process by planning, setting and monitoring clear targets for the team plan and ensuring that projects are linked to the goals of the organizations strategic plan.

Service Excellence - As part of working as one this position will contribute to providing a standard of excellence in customer service. This will be measured internally via staff surveys and externally via customer and community feedback to ensure that the organization is delivering professional and efficient customer service. Ensure Peri Anaesthetic policy and procedures are developed and maintained in line with current Australian Standards, ANZCA guidelines, ACORN standards and Infection Control guidelines.

- **Financial Accountability**

Analysis and Problem Solving - This position will contribute to all clinical/ non-clinical reporting including qualitative and quantitative analysis as required accurately and within time constraints.

Compliance - This position will comply with all delegated authorities and limits and actively communicate any problems, changes or issues that senior management should be aware of. It will also be conscious of the quality, risk, OH&S and other legislative requirements there are when implementing systems, processes and practices.

Innovation - This position will demonstrate strong problem-solving skills, including the ability to develop new processes and make improvements to processes and services.

Supply - Oversee the ordering of specialized anaesthetic equipment in a timely and fiscally responsible manner.

- **People Management Accountability**

Communicate With Influence - This position will assist in driving towards the development of a high-performance culture through strong leadership. It will meaningfully interpret and communicate the organizations strategic direction and assist to create innovative work practices to assist staff with the

change process. This position also requires excellent communication with Theatre Floor Coordinator to identify issues affecting the management of theatre lists.

Staffing - Management of staff on a day-to-day basis, for example replacing sick leave, managing staff allocation and skill mix, coordinating meal breaks and documenting daily variances.

Performance Management - This position will provide regular supervision, training opportunities, coaching, mentoring and guidance to its direct reports. The incumbent will ensure that the annual performance reviews for its direct reports are completed on time. This includes being responsible for addressing issues that negatively impact performance.

Collaboration - This position will develop a collaborative and effective team by communicating meaningful information regularly. The position will also manage professionally and in a timely manner any issues associated with working together such as dealing with differences, conflict, shared goals and team morale.

Quality - Manage portfolio allocations as part of the ANUM role. This will include meeting attendance and managing any outcomes or changes as required. Portfolios include but not limited to, quality improvement, risk management, rosters, patient flow, Occupational Health and Safety.

- **Technical/Clinical Accountability**

The ANUM must be a leader in excellent patient care. They must be a clinical resource to others and have an in-depth understanding and capability in regard to complex patient management and anaesthetic equipment. They must display leadership in all situations.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia through the regulatory body, Australian Health Practitioner Regulation Agency (AHPRA).
2. Post graduate qualification in Peri operative/Peri-Anaesthetic/Critical Care Nursing or Peri-Anaesthetic Management experience.
3. Demonstrated peri-anaesthetic clinical leadership and experience in managing peri-anaesthetic staff in Anaesthetic Nursing/Post Anaesthesia Care Unit.
4. A commitment to continuous quality improvement with knowledge of ACORN standards, ANZCA guidelines & current clinical updates.
5. Leadership qualities with proven ability to direct, enthuse and encourage a multi-disciplinary team.
6. Excellent communication skills with demonstrated negotiation and conflict resolution skills.
7. Ability to introduce new concepts through innovation and influencing skills while being flexible to operate in an environment of change and continuous improvement

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.