

POSITION DESCRIPTION

Operations Manager – Surgery & Endoscopy – Wollongong Hospital



Health

Illawarra Shoalhaven
Local Health District

Our CORE Values	Collaboration Openness Respect Empowerment	
Organisation	NSW Health	
Local Health District /Agency	Illawarra Shoalhaven Local Health District	
Position Number		
Cost Centre	175153	
Position Classification	Nurse Manager Grade 6	
State Award	Public Health System Nurses & Midwives (State) Award	
Reporting to	Director of Nursing and Midwifery, Wollongong Hospital	
Does this role manage or supervise others?	Yes	
Vaccination Category	A	
Website	http://www.islhd.health.nsw.gov.au/	

PRIMARY PURPOSE

The vision for Illawarra Shoalhaven Local health District (ISLHD) is **‘Excellent services, quality partnerships, healthy communities; ISLHD is committed to provide best practice health care and programs that promote the health and wellbeing of people in the Illawarra Shoalhaven.’**

The Nurse Manager will provide the clinical, operational and professional Nursing leadership to the Surgical and Endoscopy services at Wollongong Hospital to facilitate effective, efficient and safe operational management of the services. This will be achieved by working in partnership with the Co-Director Surgery, to lead the delivery of clinical services for Illawarra Hospital Group (IHG) Surgery & Endoscopy Services.

The position will:

- Provide clinical leadership and support implementation of clinical policies and guidelines within Surgery & Endoscopy Services.
- Support and implement evidence-based clinical policies, procedures and guidelines.
- Implement and monitor strategies to minimise clinical risk and ensure quality and safety protocols are maintained across the services.
- Support the implementation and delivery of clinical services plans, models of care and workforce plans for Surgery & Endoscopy Services.
- Engage in and support workforce planning to embed responsive and effective workforce management that enhances recruitment and retention, professional development, and succession planning.
- Model the CORE values of Collaboration, Openness, Respect and Empowerment, demonstrating behaviour consistent with the Code of Conduct and working within prescribed boundaries, including policies, standards, procedures & legislative requirements.

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). Additionally, Category A workers are required to receive a booster dose three months after completing the primary course of COVID-19 vaccinations. New applicants must have completed the vaccination course prior to commencement with NSW Health or provide an approved medical contraindication certificate (IM011 immunisation medical exemption form) 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.

For Category A applicants, if dose 3 is not yet due they can sign the undertaking form to confirm they will receive the vaccine within 6 weeks of the dose due date.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

KEY ACCOUNTABILITIES

Clinical leadership

Monitor and implement processes to ensure care delivery is safe, timely, appropriate, effective & efficient & undertaken in accordance with professional standards & supported by best available evidence.

Engage & collaborate with stakeholders to develop joint solutions, fostering a culture of achievement, accountability, and quality outcomes.

Facilitate communications that involve understanding & responding to multiple & divergent views.

Ensure policy implementation & compliance across Surgery & Endoscopy Services.

Provide clinical mentorship & professional advice to Surgery & Endoscopy teams.

Maintain a physical presence in clinical areas to raise the profile of the leadership team; provide the opportunity to meet with women and families, staff, carers, students and volunteers to gauge and support activity, morale and the standard of care and service.

Create a culture of safety, kindness, and continuous improvement by setting the standard for team behaviours and modelling the CORE values.

Clinical risk, quality and safety

Ensure processes are followed to identify, respond & mitigate potential/actual clinical risks ensuring accountability for professional practice and patient safety escalation where required.

Provide clinical advice regarding new clinical procedures and models of care.

Develop clinical risk management approaches to ensure accountability for professional practice and women and baby's safety, promoting a culture of safety and continuous quality improvement.

Lead as required, quality standards in terms of national accreditation standards, ensuring clinical review activities are undertaken as part of the Quality Improvement Programme.

Monitor Key Performance Indicators (KPI's) and benchmarks to ensure they are met, developing remedial strategies when necessary.

Ensure compliance with IMS+ & appropriate management of incidents, in accordance with NSW MoH, District & site policies including the follow-up of actions & outcomes.

Promote & support quality and safety within Surgery & Endoscopy Services.

Clinical service planning

Contribute to and implement Clinical Service Plans (CSP) in consultation with Nursing & Medical Co-Directors, Professional Leads & consumer partners.

Develop & implement strategies, monitoring outcomes against the ISLHD Strategic Plans.

Contribute to planning for new or enhanced services alongside Divisions/Services, GM, DMS, Workforce and Finance.

Contribute to the development of plans that improve the health outcomes for Aboriginal & Torres Strait Islanders and ensure timely and sustainable implementation.

Workforce planning and development

Work collaboratively with the DONM WH to support recruitment strategies and improve staff retention across Surgery & Endoscopy Services.

Work collaboratively with the DONM, Clinical Nurse Educators (CNE) and Nurse Educator (NE) to develop robust education and training programs for the Surgery & Endoscopy Services.

Work in partnership with the Medical and Nursing Co-Directors to develop healthful cultures across Surgery & Endoscopy Services at Wollongong Hospital.

Develop and maintain collaborative relationships with Executive and clinical teams across IHG to support a cohesive and valued workforce.

Financial Management

Develop, implement, and monitor strategies to demonstrate budget and financial performance indicators are achieved within portfolio.

Monitor compliance with approved budget and initiate timely and appropriate corrective measures in liaison with direct reports and executive.

SELECTION CRITERIA

1. Current registration with Australian Health Practitioner Regulation (APHRA) as a Registered Nurse and a minimum of 5 years post registration experience
2. Relevant tertiary qualification or working towards same and/or substantial recent experience at a senior management level.
3. Demonstrated leadership and management skills with the ability to motivate, inspire and enable staff to achieve positive clinical and professional outcomes in the current contemporary healthcare setting.
4. Demonstrated understanding of contemporary issues in health service delivery and experience in effectively leading and managing change. This includes the implementation of innovative and effective models of clinical practice and initiatives to improve staff experience.
5. Demonstrated capacity to utilise high level problem solving, communication, financial management and analytical skills in the evaluation of clinical service delivery.
6. Demonstrated capacity to integrate the principles of clinical governance, quality improvement, evidence-based practice, person-centred care and practice development into the delivery of contemporary nursing and midwifery services.
7. An extensive knowledge of and commitment to health system safety, quality, risk management, improvement systems and professional development.
8. Current unrestricted Class C NSW Drivers Licence and willingness to utilise as part of position where required.

KEY CHALLENGES

- Provision of high-quality services within allocated resources.
- Creating a positive environment for our clinical workforce from attracting and retaining nurses and midwives to supporting the development of junior staff; ensuring a culture of collaboration, continuous quality improvement, reflective practice and positivity.
- Ensuring consistency of practice across Surgery & Endoscopy Services.

KEY RELATIONSHIPS

Who	Why
Director of Nursing and Midwifery	Operational and Professional lead. Direct Report. Maintain open and collaborative communication on matters pertaining to nursing and midwifery services within the facility and information related to performance against targets and Ministry of Health service level agreement measures.
The Illawarra Group General Manager & Executive Leadership Team	Professional relationship. Support a multidisciplinary delivery of patient care and the provision of clinical leadership and management for inpatient and specified services.
Co-Directors of Surgery & Endoscopy Services	Professional relationship. Support a multidisciplinary delivery of patient care and the provision of clinical leadership and management for inpatient and specified services.
Nurse Manager, Workforce	Professional relationship.
District Nursing and Midwifery Directorate /Ministry of Health and Academic Partners	Professional relationships.

Job Demands for: Operations Manager, Surgery & Endoscopy Services – Wollongong Hospital

Physical Demands	
<p>Respirator use - Wearing of a respirator, to ensure protection against exposure to respiratory pathogens/ hazardous</p> <p>Frequent</p>	<p>Sitting - remaining in a seated position to perform tasks</p> <p>Frequent</p>
<p>Standing - remaining standing without moving about to perform tasks</p> <p>Frequent</p>	<p>Walking - floor type: even/uneven/slippery, indoors/outdoors, slopes</p> <p>Frequent</p>
<p>Running - floor type: even/uneven/slippery, indoors/outdoors, slopes</p> <p>Not Applicable</p>	<p>Bend/Lean Forward from Waist - forward bending from the waist to perform tasks</p> <p>Infrequent</p>
<p>Trunk Twisting - turning from the waist while sitting or standing to perform tasks</p> <p>Infrequent</p>	<p>Kneeling - remaining in a kneeling posture to perform tasks</p> <p>Infrequent</p>
<p>Squatting/Crouching - adopting a squatting or crouching posture to perform tasks</p> <p>Infrequent</p>	<p>Leg/Foot Movement - use of leg and/or foot to operate machinery</p> <p>Not Applicable</p>
<p>Climbing (stairs/ladders) - ascend/descend stairs, ladders, steps</p> <p>Infrequent</p>	<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>Lifting/Carrying - heavy lifting and carrying (16kg and above)</p>

Not Applicable	Not Applicable
Reaching - arms fully extended forward or raised above shoulder Infrequent	Pushing/Pulling/Restraining - using force to hold/restrain or move objects toward or away from the body Infrequent
Head/Neck Postures - holding head in a position other than neutral (facing forward) Not Applicable	Hand and Arm Movements - repetitive movements of hands and arms Infrequent
Grasping/Fine Manipulation - gripping, holding, clasping with fingers or hands Occasional	Work at Heights - using ladders, footstools, scaffolding, or other objects to perform work Not Applicable
Driving - Operating any motor powered vehicle Frequent	

Sensory Demands

Sight - use of sight is an integral part of work performance (e.g. viewing of X-Rays, computer screens) Constant	Hearing - use of hearing is an integral part of 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 Constant	

Psychosocial Demands

<p>Distressed People - e.g. emergency or grief situations</p> <p>Occasional</p>	<p>Aggressive and Uncooperative People - e.g. drug/alcohol, dementia, mental illness</p> <p>Not Applicable</p>
<p>Unpredictable People - e.g. dementia, mental illness, head injuries</p> <p>Not Applicable</p>	<p>Restraining - involvement in physical containment of patients/clients</p> <p>Not Applicable</p>

<p>Exposure to Distressing Situations - e.g. child abuse, viewing dead/mutilated bodies</p> <p>Not Applicable</p>	
--	--

Environmental Demands

<p>Dust - exposure to atmospheric dust</p> <p>Infrequent</p>	<p>Gases - working with explosive or flammable gases requiring precautionary measures</p> <p>Infrequent</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>Not Applicable</p>
<p>Slippery or Uneven Surfaces - greasy or wet floor surfaces, ramps, uneven ground</p> <p>Infrequent</p>	<p>Inadequate Housekeeping - obstructions to walkways and work areas cause trips and falls</p> <p>Infrequent</p>
<p>Working At Heights - ladders/stepladders/scaffolding are required to perform tasks</p> <p>Not Applicable</p>	<p>Biological Hazards - exposure to body fluids, bacteria, infectious diseases</p> <p>Infrequent</p>