

Nurse Unit Manager - Glenarm

Kerang District Hospital



About Kerang District Hospital

Kerang District Health (KDH) is a small rural health service providing an integrated range of acute, sub-acute, residential aged care and community services to a population of approximately 8,000 people in the Gannawarra Shire.

The health service delivers the following acute health services within its main hospital building; acute medical services, transitional care, palliative care, oncology, an urgent care centre and an operating theatre which offers elective surgery for general surgery, gynaecology, urology and dental surgery.

Residential aged care services are provided to 30 residents in “Glenarm” our residential aged care home and our community services include district nursing, planned activity groups both centre based and mobile, an adult exercise group and a men’s shed.

The health service owns and operates one of the two GP Clinics in Kerang with four GP’s currently consulting at the clinic in Patchell Plaza, Victoria Street, Kerang.

Pathology and radiology services are provided on site by “Austin Pathology” and “Bendigo Radiology” along with a number of visiting allied health professionals.

Our Vision

Kerang District Health seeks to improve the health and wellbeing of the community.

Our Values

CARING: We will be person centered, show compassion and empathy

ACCOUNTABILITY: We will be transparent, trustworthy and responsible for our actions

RESPECT: We will embrace and be considerate of the differences between all people

EXCELLENCE: We will be dedicated to every person, every time



About Glenarm

Glenarm is a 30 bed residential facility co-located alongside the acute hospital in Burgoyne Street, Kerang. The home is also linked to the Allied Health building which houses allied health services, a pathology service, an oncology service and visiting specialists.

The current home was opened in April 2016 and comprises 30 single rooms with ensuites, individually controlled air-conditioning, large flat screen television, telephone and WIFI.

The common areas of the home include a large kitchen/dining area, large lounge area, four separate sitting areas, a family room for visiting families and two large landscaped gardens with secure fencing and a hairdressing room.

Activities for residents are organised by Lifestyle and Leisure Coordinators and Hairdressing is provided weekly.

Accreditation

Accreditation and Quality Improvement processes are vital and ongoing at Kerang District Health. The Health Service is currently accredited with the Australian Council on Healthcare Standards, the Aged Care Standards and Accreditation Agency, and the Department of Veterans Affairs. The HACC Services provided by KDH are also fully accredited.

Hospital Accreditation - ACHS - Fully compliant - Accredited until mid 2024

Aged Care Accreditation - ACSAA - Fully compliant - Accredited until September 2021 (Glenarm Nursing Home).

As part of the Australian Council on Health Care Standards accreditation process, periodic reviews are undertaken and recommendations resulting from the periodic reviews are addressed and reported to the ACHS via self-assessment reporting. Kerang District Health also elected, as part of the periodic review, to undergo a gap analysis against the eight National Safety and Quality Health Care Standards. During February 2019 Glenarm Residential Aged Care facility underwent an unannounced support visit. Compliance was met with no recommendations received.



Financial and Service Performance

FINANCIAL SUMMARY

COMPARATIVE FINANCIAL DATA

	2020	2019	2018	2017	2016
	\$000	\$000	\$000	\$000	\$000
OPERATING RESULT	348	(317)	(190)	(66)	93
Total revenue	15,373	14,300	13,881	13,012	13,824
Total expenses	16,198	16,487	15,984	14,959	14,465
Net results from transactions	(825)	(2,187)	(2,103)	(1,947)	(641)
Total other economic flows	(13)	(847)	7,315	9,418	11,365
Net results	(838)	(3,034)	(191)	(66)	93
Total assets	40,950	41,128	36,727	38,515	37,735
Total liabilities	7,177	6,516	4,738	5,451	4,306
Net assets/Total equity	33,774	34,612	31,989	33,064	33,429



KDH Staffing Profile

WORKFORCE DATA

Labour Category	JUNE - Current Month FTE		Average Monthly FTE	
	2019	2020	2019	2020
Nursing	51.82	54.42	52.35	54.09
Administration & Clerical	19.2	17.46	18.02	18.14
Medical Support	0.00	0.00	0.00	0.00
Hotel & Allied Services	23.26	22.74	22.89	23.72
Medical Officers	0.09	0.09	0.09	0.09
Hospital Medical Officers	0.00	0.00	0.00	0.00
Sessional Clinicians	0.00	0.00	0.00	0.00
Ancillary Staff (Allied Health)	8.16	7.06	7.98	7.49
Total FTE	102.53	101.77	101.13	103.53

For additional information please refer to the KDH website to view the:

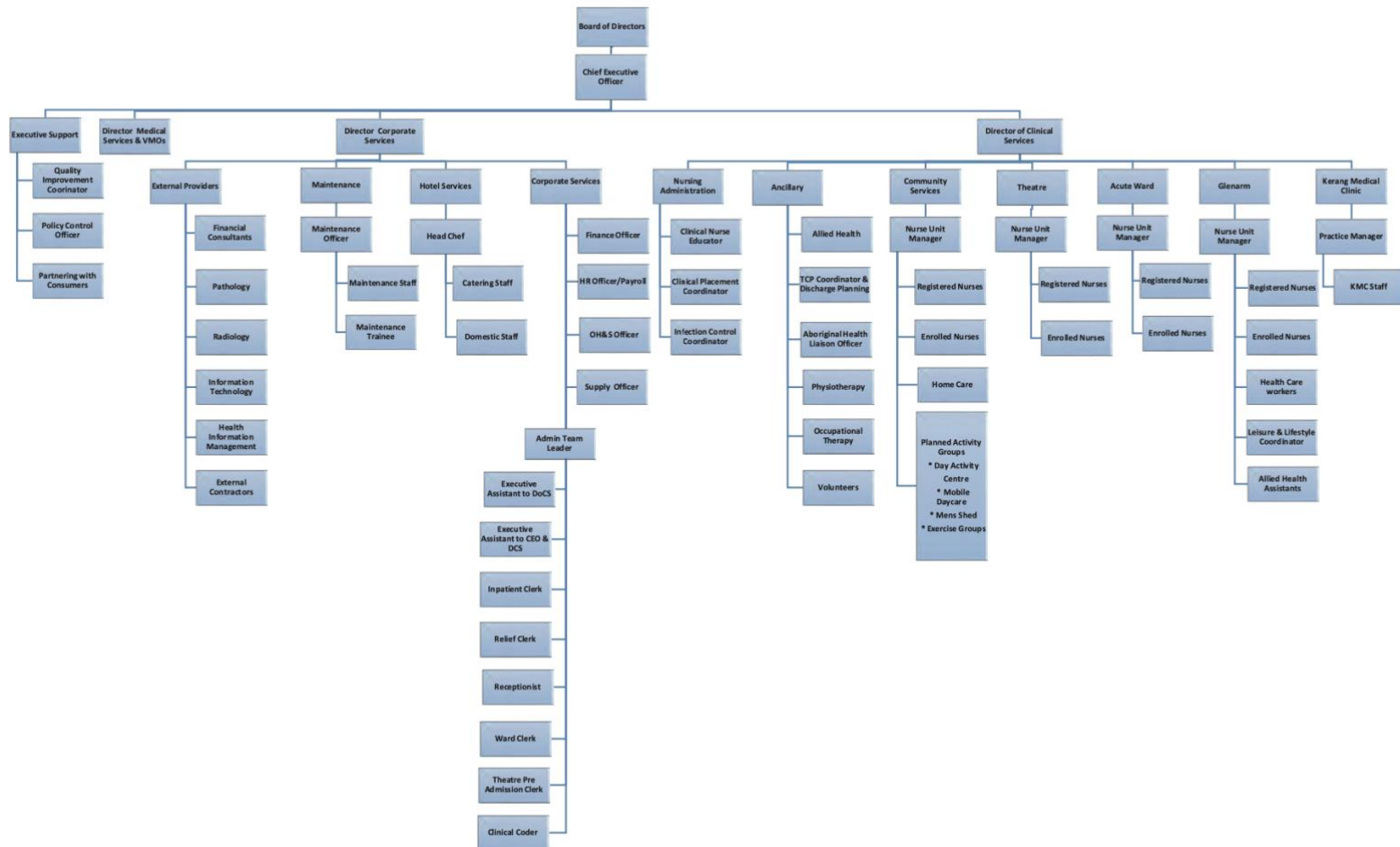
- Annual Report,
- The Quality Account,

<http://www.kerangdistricthealth.com.au/index.html>



KDH Organisational Structure

ORGANISATIONAL STRUCTURE



Nurse Unit Manager – Glenarm

POSITION SUMMARY

The Nurse Unit Manager is responsible for:

- Ensuring the development and maintenance of care standards by providing strong leadership and role modelling.
- Coordination, management of finance, human and material resources, program structure, critical analysis and employee relations, personal influence and professional credibility.

The Nurse Unit Manager is part of the health care team and utilises the practice of nursing to deliver or direct patient care in any practice setting, addressing the functions and obligations of work that reflect current practice guidelines and standards for professional individuals.

Key Selection Criteria

ESSENTIAL REQUIREMENTS:

1. A Division 1 Registered Nurse, registered with AHPRA.
2. Demonstrated leadership capability and interpersonal skills, congruent with the requirement to manage the operational aspects of a dynamic aged care facility
3. Demonstrated understanding of contemporary Aged Care nursing, in line with current government health policy and future directions ie. Recommendations from Royal Commission into Aged Care
4. Demonstrated knowledge and commitment to Quality Improvement activities and best practice models of service delivery, inclusive of experience with the Aged Care accreditation processes
5. Demonstrated ability to manage and control the financial resources of a department or division within a Health Service and to develop and implement strategies to reduce expenditure and increase revenue.
6. A proven ability to translate our values into organisational culture.
7. Demonstrated skill and experience in areas of Human Resource Management and interpersonal communication skills.
8. Demonstrated awareness of the principals of clinical risk management

DESIRABLE REQUIREMENTS:

9. Post graduate studies in relevant fields; ideally management, dementia or gerontology.



Remuneration

The role is Full time

The remuneration is in line with - Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2020-2024
Classification NM level 1-3 or grade NM 2-4

Other benefits include

- Salary packaging
- Relocation / housing assistance can be negotiated
- Supportive team environment
- Mentoring and career progression opportunities

How to Apply

Applications should include the following information and be emailed to: hrsa@hrsa.com.au

1. Covering Letter that includes a statement addressing the Key Selection Criteria
2. Current CV
3. Completed Application Form (Available on the HRS web site)

Applications Close: 17 September, 2021

Further Information

Jo Lowday
Director
0400 158 155

