



## Position statement: Nurse / Midwife manager role requirements

### 1. Context

Nurse / Midwife managers play an integral role in ensuring the health care system achieves optimum patient outcomes and retains skilled nurses and midwives.

Their effectiveness relies on them having sufficient resources to do their job properly.

### 2. Purpose

This position statement details the capacity and resources the ANMF (Vic Branch) considers are essential to nurse / midwife managers fulfilling their roles effectively.

### 3. Key definitions

**Nurse / Midwife managers:** Experienced nurses or midwives whose primary role is to manage and lead the nursing / midwifery operations of a designated service area within a health service.

### 4. Branch position

It is the position of the ANMF (Vic Branch) that:

#### 4.1 Capacity and capability

- Each ward/unit/service/program ('service area') must have, as a minimum, one EFT nurse / midwife manager supernumerary position (however titled) for each 30 beds.
- This position is responsible for all day-to-day operational and clinical aspects of the service area and will provide leadership, management, and clinical oversight of the service area.
- The nurse / midwife manager applies specialist nursing knowledge relevant to the service area and establishes, promotes, and embeds nursing or midwifery practice standards and organisational policies to promote optimal patient care.
- The nurse / midwife manager also has an extensive role in clinical teaching and mentoring and in ensuring the working environment is one in which all nurses and midwives, including students and new graduates, can thrive and achieve excellence in their practice.
- This position must therefore be filled by an experienced clinician who can demonstrate excellence in the clinical specialty required in their service area, as well as in clinical governance and research.
- This clinician must be a nurse or midwife who is registered with the Nursing and Midwifery Board of Australia (NMBA).

#### 4.2 Resources

- The nurse / midwife manager must also be allocated sufficient staff to manage the level of patient acuity and patient throughput in the service area.

- These staff resources must comply with the staffing and skills mix requirements legislated in the [Safe Patient Care \(Nurse to Patient and Midwife to Patient Ratios\) Act 2015](#), wherever this Act applies.
- The nurse/midwife manager must also be supported by:
  - designated associate nurse/midwife managers who will assist with the management of the service area and step into the manager role when the incumbent is absent
  - regular and timely access to, and support from, senior nursing or midwifery managers and other nursing and midwifery resources through the organisational executive management and governance structure, including nurses and midwives employed in safety and quality assurance, advanced and extended practice, governance, education, research, clinical liaison, and clinical nurse consultant roles
  - adequate protected time for administrative duties.

#### 4.3 *Decision making*

- The nurse / midwife manager must have authority for decision making in their areas of responsibility and accountability, including for decisions about:
  - the resources required for clinical services and optimal nursing and midwifery care
  - quality and safety programs
  - the evaluation of clinical standards and quality of care
  - relevant nursing or midwifery research and research funding applications
  - approving CPD/study leave applications made by their staff.

#### 4.4 *Development*

- The nurse / midwife manager must have access to professional development to continue to advance their clinical and management skills, including support to acquire relevant postgraduate qualifications.