Position Description

Australian Nurse-Family Partnership Program

Nurse Supervisor

This sample position description is intended to serve as a guide for organisations implementing the Australian Nurse Family Partnership Program (ANFPP). It is designed to address the essentials of the Nurse Supervisor role as it relates to ANFPP, and can be amended to include specific organisational responsibilities or reflect particular attributes to meet the needs of the local community.

The Australian Nurse-Family Partnership Program

The ANFPP is a licenced adaptation of the Nurse Family Partnership model developed by Professor David Olds at the University of Colorado, USA. It is a program of sustained and scheduled home visiting for first time mothers that begins during the antenatal period and continues until the child is 2 years old. The program supports voluntary clients to improve their personal health and wellbeing, environmental health, increase their self- efficacy and improve the health and development of their children.

The ANFPP involves Nurse Home Visitors and Family Partnership Workers visiting women pregnant with an Aboriginal and/or Torres Strait Islander baby and their families using a therapeutic, partnership approach.

The ANFPP National Program Centre (NPC) is responsible for providing extensive education to Program staff from all participating locations engaged by the program and facilitates a national forum for program quality improvement and experiential learning.

Further information on the Australian Nurse Family Partnership Program can be found of the following website: [www.anfpp.com.au](http://www.anfpp.com.au/)

Purpose

The purpose of the ANFPP Nurse Supervisor role is to work within the local community, the Primary Health Care Service and ANFPP team to assure that the ANFPP is implemented in accordance with established guidelines and requirements. This includes using principles of reflective practice in supervision, and staff development, to provide primary support and appropriate oversight to ANFPP team; as well as, modelling and building a strengths-based, culturally safe and client-centred program.

In some Primary Health Care Services the role may also be responsible for (or liaise closely with a senior officer) meeting contract requirements.

Key Attributes

* Demonstrates respect for individuals and diversity; is nonjudgmental, a good listener, respectful of client's heart's desire, tolerant, understanding, compassionate, encouraging, and hopeful.
* Demonstrates sincerity, warmth, commitment, empathy, self-awareness, integrity, self-directed adult learning, independence, flexibility, critical thinking skills, and ability to be reflective.
* Utilizes nursing processes and clinical expertise; builds therapeutic relationships; recognizes the difference between "fix-it" model (a problem oriented or deficit based model) and "strength-based" model; engages in mutual goal setting; uses problem-solving techniques and negotiation skills in accordance with motivational interviewing and behavior change theory; has strong advocacy and teaching skills; can work autonomously and actively participate as a team player; takes the initiative and works collaboratively to find solutions, has high level of organizational and time management skills; is able to maintain therapeutic boundaries; is aware of own clinical knowledge and skill and committed to own personal and professional growth.
* Is comfortable with the use of parallel process to model behavior that promotes therapeutic relationships, Program principles and values.
* Demonstrates a leadership style that is collaborative, pro-active and consonant with principles of self-efficacy, strengths based and solution focused approaches.
* Is able to utilize a high level of professional integrity with regard to client privacy and confidentiality, ethics and creating a culturally safe environment for the delivery of the Program.

Key Position Functions

* Acquire and maintain expertise in the program model and related theories and principles by attending all education sessions and professional development meetings.
* Supervise the recruitment, orientation, training and ongoing professional development of all ANFPP staff
* Coordinate delivery of the ANFPP including day to day operational supervision of team members and clinical supervision to support home visiting.
* Create a positive work environment that promotes teamwork and co-operation; as well as mentoring approaches to professional development.
* Assign and monitor caseloads and data collection, undertake all clinical supervision activities and assess service delivery, client satisfaction and program efficiency using the Quality Framework.
* Lead Continuous Quality Improvement activities.
* Work with ANFPP team members to enhance the team’s capacity to remain culturally safe in all aspects of ANFPP work.
* Read and interpret data and information relevant to Program delivery and it to support continuous quality improvement.