

## POSITION DESCRIPTION

Position Title:	Registered Nurse
Location:	Dunstan Hospital
Supervision:	Enrolled Nurses; HCA's; Students
Reports to:	Charge Nurse / Associate Charge Nurses
Date:	February 2022

### Our Vision

To be a lead provider and educator of rural healthcare for our communities.

### Primary Purpose

The Registered Nurse role meets the needs of patients & their family/whānau using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity and is patient/client centred, culturally sensitive and evidence-based. Registered Nurses:

- Provide care within the scope of Registered Nurse for identified patients and their whanau
- Practise independently and in collaboration with other health professional
- Are accountable for ensuring that all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.

## LIVING CENTRAL OTAGO HEALTH SERVICES LTD VALUES

Proactively demonstrate COHSL values in all aspects of the role

- Demonstrates behaviours that we want to see from each other, at our best
- Contributes positively to a culture of appreciation, a learning culture, where people feel safe to speak up
- Contributes positively to the team and other initiatives that seek to improve patient and whanau experiences and/or staff experience of working

KINDNESS	EXCELLENCE	TRUST	CONNECTION
Kākau Māhaki	Whāia te iti kahuraki	Whakapono	Te Taukaea Takata

## KEY RELATIONSHIPS

Internal	External
<ul style="list-style-type: none"> <li>• Nurses / Health Care Assistants</li> </ul>	<ul style="list-style-type: none"> <li>• Patients, Family / Whanau &amp; Community</li> </ul>
<ul style="list-style-type: none"> <li>• Charge Nurse / Associate Charge Nurses</li> </ul>	<ul style="list-style-type: none"> <li>• General Practitioners &amp; Practice Nurses</li> </ul>
<ul style="list-style-type: none"> <li>• Administration Staff</li> </ul>	<ul style="list-style-type: none"> <li>• Other DHB and Rural Hospitals</li> </ul>
<ul style="list-style-type: none"> <li>• Interdisciplinary Team (e.g. Allied Health)</li> </ul>	<ul style="list-style-type: none"> <li>• External health providers (e.g. Aged Care Providers)</li> </ul>
<ul style="list-style-type: none"> <li>• Hospital Services Team</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Bodies &amp; Associations (e.g. NZNO)</li> </ul>
<ul style="list-style-type: none"> <li>• Management Team</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

## COMPETENCIES

### Organisational Competencies

<b>Patient/Client Focused</b>	Develops positive relationships with patients/clients, treating them respectfully and as a first priority.
<b>Integrity &amp; Trust</b>	Can establish credibility with clinical staff and stakeholders; Is widely trusted.
<b>Cultural Diversity</b>	Understands the significance of, and obligations under Te Tiriti o Waitangi. Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Māori and all other cultures.

### Role Specific Competencies

<b>Priority Setting</b>	Spends his/her time and the time of others on what's important; quickly zeros in on the critical few and puts the trivial many aside; can quickly sense what will help or hinder accomplishing a goal; eliminates roadblocks, creates focus.
<b>Self-Management</b>	Sets high personal standards and strives to achieve goals; Is proactive and displays initiative; Is resilient to change; Understands and acknowledges personal and professional limitations; Is aware of professional boundaries and code of conduct; Ability to work to deadlines to achieve outcomes.
<b>Interpersonal Savvy</b>	Relates well to all kinds of people - up, down, and sideways, inside and outside the organisation; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can defuse even high-tension situations comfortably.
<b>Professionalism</b>	Shows courtesy, respect, caring for patients and their whānau/family in all aspects of nursing practice; Demonstrates compassion.
<b>Quality and Risk Management</b>	Promotes a continuous improvement ethos. Contributes to and helps lead quality initiatives. Ensure a strong patient centred focus with patient safety at the fore.

## PERSON SPECIFICATION

The expertise required for a person to be fully competent in the role:

	ESSENTIAL	DESIRABLE
<b>Education and Qualifications (or equivalent level of learning)</b>	<ul style="list-style-type: none"> <li>Registration as a Registered Nurse with the Nursing Council of New Zealand.</li> <li>Hold a current Nursing Council of New Zealand Annual Practising Certificate.</li> </ul>	<ul style="list-style-type: none"> <li>Competent Professional Development and Recognition Programme (PDRP) profile/portfolio or equivalent.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>One years' post graduate (Nurse Entry to Practice or equivalent) experience, or be undertaking this currently.</li> </ul>	<ul style="list-style-type: none"> <li>Experience in an equivalent clinical setting to which you are being employed into.</li> </ul>
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>Advanced communication techniques such as conflict resolution, diffusion and mediation skills.</li> <li>Demonstrate professional accountability within scope of practice.</li> <li>Competent computer skills</li> </ul>	

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Have a commitment to ongoing development of nursing skills and in-service education.</li> <li>• Have the ability to work as part of a team.</li> <li>• Have ability to ‘work together’ in a collaborative manner.</li> <li>• Have ability to ‘work smarter’ by being innovative and proactive.</li> <li>• Accept responsibility for actions.</li> <li>• Be prepared to undertake other duties as reasonably requested by Charge Nurse, Associate Charge Nurse or Director of Nursing.</li> </ul>
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## KEY RESULT AREAS

Key Accountabilities	Examples of Successful Delivery
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### Domain One: Professional Responsibility

<p>Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate judgement and accountability for own actions and decisions.</p>	<ul style="list-style-type: none"> <li>• Maintains professional portfolio and annual practice registration</li> <li>• Practises in accordance with legal, ethical, culturally safe and professional standards.</li> <li>• Maintains and develops own clinical expertise and knowledge in specific area of nursing practice.</li> <li>• Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and patient/client care.</li> <li>• Participates in peer review/feedback.</li> <li>• Pro-actively participates in own performance development and review.</li> <li>• Attends educational opportunities relevant to staff nurse role and scope of practice.</li> </ul>
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### Domain Two: Management of Nursing Care

<p>Includes accountability related to the patient/ client assessment and management of nursing care that is supported by nursing knowledge and evidenced based research.</p>	<ul style="list-style-type: none"> <li>• Uses nursing knowledge and skills to assess, plan, implement and evaluate patients/ clients/ family / Whānau health needs.</li> <li>• Provides direct nursing care for patient/clients to achieve best health outcomes.</li> <li>• Evaluates clinical outcomes and reports variance to clinical pathway, protocols or best practice guidelines.</li> <li>• Educates and provides information to patients/clients/family/ whānau to improve knowledge of disease/illness, self-management and prevention of complications and promotion of recovery.</li> <li>• Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.</li> <li>• Accurately documents assessments of patients/clients health status, diagnosis and response to nursing and others interventions and treatments.</li> <li>• Applies diagnostic reasoning and professional judgement to nursing practice issues/ decisions.</li> <li>• Role models culturally safe nursing practice.</li> <li>• Fosters the provision of positive patient/client outcomes and person-centred care.</li> </ul>
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<b>Domain Three: Interpersonal Relationships</b>	
<p>Includes accountability for interpersonal and therapeutic communication with clients/ patients and members of the health care team.</p>	<ul style="list-style-type: none"> <li>• Collaborates and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes.</li> <li>• Promotes effective teamwork and collaborative relationships within the multi-disciplinary team.</li> <li>• Fosters the implementation of organisational, nursing goals and values.</li> <li>• Promotes COHSL as a centre of excellence for nursing practice.</li> </ul>
<b>Domain Four: Inter-professional Healthcare and Quality Improvement</b>	
<p>Includes accountability for evaluating the effectiveness of care and promotion of a nursing perspective within the health care team.</p>	<ul style="list-style-type: none"> <li>• Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients, families/whānau and staff.</li> <li>• Contributes to evidence based nursing practice in specialty area.</li> <li>• Demonstrates commitment to quality improvements, risk management and resource utilisation.</li> <li>• Provides input into clinical standards / protocols and policies and undertakes clinical audits as required.</li> <li>• Evaluates the effectiveness, efficiency and safety of clinical practice.</li> <li>• Participates in the implementation of nursing models of care appropriate to patient/client population needs.</li> <li>• Assists in the implementation of initiatives to address differential access to healthcare services for Māori.</li> <li>• Acts to identify and minimise organisational risk.</li> <li>• Contributes to and participates in COHSL policy development.</li> <li>• Participates in case review and debriefing activities as required.</li> </ul>
<b>Quality &amp; Risk</b>	
<ul style="list-style-type: none"> <li>• Actively participate in quality improvement and risk management programmes.</li> <li>• Demonstrates an understanding of risk, identifying emerging risks and ensuring risk mitigation action plans are developed and followed through.</li> <li>• Works collaboratively with Health &amp; Safety, Quality and Risk and Infection Control to maintain organisational standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates competence in emergency procedures, e.g. fire and CPR.</li> <li>• Completes Fire, CPR training and updates regularly. Identifies, takes appropriate action and promptly reports clinical, H&amp;S and security incidents.</li> <li>• Evidence of assisting in the maintenance of ward equipment and where necessary, promptly reports unsafe or malfunctioning equipment.</li> <li>• Maintains standards for safety, hygiene and medico-legal requirements.</li> </ul>
<b>Other Duties</b>	
<ul style="list-style-type: none"> <li>• Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</li> </ul>	<ul style="list-style-type: none"> <li>• You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</li> </ul>

Self-Management	
<ul style="list-style-type: none"> <li>• Develops logical and complete plans to resolve issues.</li> <li>• Manages own time adopting a disciplined approach to establishing and following priorities of work.</li> <li>• Exhibits self-confidence.</li> <li>• Maintain own professional development, attend COHSL and other development opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• Act as a role model for the COHSL organisational values.</li> <li>• Engages in appraisal and development goals.</li> <li>• Actively seeks feedback and accepts constructive criticism.</li> <li>• Relationships are developed and maintained with own peer group for robust peer review and support.</li> </ul>
Health, Safety & Wellbeing	
<ul style="list-style-type: none"> <li>• Recognises individual responsibility for workplace Health &amp; Safety under the Health and Safety at Work Act 2015</li> <li>• Effort is made to strive for best practice in Health and Safety at all times.</li> </ul>	<ul style="list-style-type: none"> <li>• You understand and consistently meet your obligations under the organisations Health &amp; Safety policy/procedures.</li> <li>• Create an atmosphere where staff support each other and workplace violence and bullying is not tolerated.</li> </ul>
Cultural Development	
<ul style="list-style-type: none"> <li>• Giving effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection through your day to day interactions with others.</li> <li>• Honouring cultural diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Respect, sensitivity, cultural awareness is evident in interpersonal relationships.</li> <li>• Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices</li> </ul>

**CHANGES TO POSITION DESCRIPTION**

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date