

Position Description: Registered Nurse

Business area: Clinical – Registered Nurse, Surgical Wards

FTE: As per Conditions of Employment

Reports to: Charge Nurse

Position Objective:

- To be professionally accountable for quality nursing management of patients.
- To facilitate the functioning of an environment conducive to patient and staff safety and wellbeing.
- To support the business objectives of the organization.

Functional Relationships:

| Internal: | External: |
|---|---|
| <ul style="list-style-type: none"> • Hospital Manager • Patient Care Manager • Perioperative Services Manager • Charge Nurses • Nursing Coordinators • Nurse Educators • Other Nursing Staff • Infection Prevention and Control Nurse • All other St George's Hospital staff | <ul style="list-style-type: none"> • Clinicians and their staff • Allied Health Professionals • Patients and Support persons / whanau • Visitors • Contractors |

Key Areas of Accountability:

| Area of Accountability | Expected Results |
|--|---|
| Professional Practice | <ul style="list-style-type: none"> • Provides nursing care in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct. • Takes responsibility for maintaining skills, knowledge and competencies as per hospital policies and procedures. • Provides, facilitates, advocates and evaluates nursing care that is evidence-based and is responsive to patient needs. • Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation. • Ensures appropriate communication of patient health assessment information and articulates recommendations regarding interventions. • Demonstrates competency in implementing emergency procedures and maintains a safe and secure patient care and work environment. • Respects privacy, confidentiality of patients, staff and consultants. • Demonstrates accountability for directing and evaluating nursing care that is provided by enrolled nurses, assistants and others. • Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook and the relevant Patient Management Systems). • Promotes the profession of nursing and presents a positive professional image. |
| Interpersonal Relationships/Leadership and Teamwork | <ul style="list-style-type: none"> • Maintains approachability and an open, effective communication style. • Models St George's Hospital vision, values and goals. • Respects lines of authority and uses proper channels of communication. • Is open and receptive to feedback. |



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| Area of Accountability | Expected Results |
|---|--|
| | <ul style="list-style-type: none"> • Establishes collaborative networks across teams for mutual benefit. • Collaborates with peers to achieve strategic goals. • Reinforces patient/client focus through education, practice, policies and/or procedures. • Recognises individual efforts in excellent patient/client focus. • Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need. • Empowers others to take action to resolve patient/client issues promptly • Creates a culture of patient/client focus through person-centered care. • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. |
| Quality Improvement | <ul style="list-style-type: none"> • Participates actively in quality improvement activities by planning, implementing and evaluating improvements. • Initiates, participates in design and evaluates audits and applies outcomes to improve service provision. • Participates actively in Ministry of Health Certification and Accreditation process. • Documents and reports incidents accurately in accordance with hospital policy. Participates actively in the development/review of policies and procedures. |
| Professional Development | <ul style="list-style-type: none"> • Maintains and continuously updates professional portfolio. • Maintains own professional development and mandatory updates. • Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation . • Identifies own learning requirements/deficits and develops a plan in conjunction with line manager. • Demonstrates and facilitates contemporary knowledge and skills. • Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures. • Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation. • Identifies own learning requirements/deficits and discusses development plan with Manager. • Attends CPR updates and familiarises self with emergency equipment. • Attends relevant study days and in-service education. • Fosters an environment conducive to learning, enquiry and research. • Participates in approved research programmes as requested. |
| Organisational Culture | <ul style="list-style-type: none"> • Fosters co-operation across the organisation. • Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians). • Maintains confidentiality in respect to St George's operations, business, employees, clients and patients. • Adheres to St George's policies and procedures. |
| Cultural understanding of the Treaty of Waitangi | <ul style="list-style-type: none"> • Understands and has knowledge of the Treaty of Waitangi and implications for clinical practice. • Collaborates with colleagues regarding the integration of the Treaty principles of partnership, protection and participation in practice, guiding and providing resources to foster understanding. • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori. • Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice. |



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|----------------------------|--|
| Health & Safety | <ul style="list-style-type: none"> • Ensures accidents and untoward incidents occurring in the department are reported. • Takes reasonable care for personal health and safety. • Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons. • Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with the Health and Safety at work Act 2015 • Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Recognises safety hazards and initiates appropriate corrective actions. • Attends fire and evacuation lectures and participates in drills as required. • Participates in Health and Safety training as mandated by St George's from time to time. |
| Other Duties | <ul style="list-style-type: none"> • Undertakes other duties as requested from time to time • Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures. |

Qualifications, Experience and Personal Qualities

| | Essential | Desirable |
|-----------------------------------|--|---|
| Qualifications | <ul style="list-style-type: none"> • Registered Nurse • Holds a current practicing certificate | <ul style="list-style-type: none"> • Knowledge and experience caring for patients with spinal injuries |
| Experience & Knowledge | <ul style="list-style-type: none"> • | <ul style="list-style-type: none"> • Minimum 3 years surgical experience |
| Personal Attributes | <ul style="list-style-type: none"> • Shows respect for people • Uses initiative • Is proactive and innovative • Is an effective communicator • Is caring and friendly | |

Agreed by:

Signed: _____ **Date:** _____
Employee

Signed: _____ **Date:** _____
Hospital Manager