

Position Description: Charge Nurse – CDU/Cath Lab Clinical

Position Title	Clinical Charge Nurse
Business area:	Clinical
FTE:	As per Conditions of Employment
Reports to:	Cardiology Service Manager
Direct Reports:	Clinical teams within CDU/Cath Lab

OUR VISION

To be an innovative centre of excellence,
where people choose to receive or deliver health care and people love to work.

OUR GUIDING VALUES



Position Objective:

- To provide visible operational leadership and management to clinical teams ensuring safe, effective, and patient focused care.
- Exhibit, promote and lead exemplary relationships within all areas of the Hospital.
- Ensure the full utilisation of resources and capacity within the CDU/Cath Lab while ensuring safe, effective clinical care.
- Actively drive and contribute to quality and continuous improvement initiatives.
- To assist and work collaboratively with colleagues and promote clinical nursing professional standards.
- To support the strategic and business objectives of St George's Hospital.

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none"> • Charge Nurses • Hospital Coordinators • Operating Theatre Leadership team • Quality team • Infection Prevention and Control Manager • Clinical Informatics • Learning and Development team • Colleague and Capability team • Booking Coordinator • All St George's Hospital colleagues 	<ul style="list-style-type: none"> • Clinicians • Allied Health Professionals • Patients/consumers, whānau and support persons

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Key Areas of Accountability:

Area of Accountability	Expected Results
Clinical leadership and communication	<ul style="list-style-type: none"> Models and ensures our Values (Do the Right Thing; Aim for Excellence; Caring for All; Work Better Together) are integrated throughout the organisation through daily practices, interactions, and decision making. Actively champions initiatives, and facilitates the planning, implementation and embedding of change when requested. Promotes patient-centered care that incorporates a strong customer service philosophy through effective and positive interactions with patients / whānau, clinicians, and visitors. Provides visible and accessible leadership, motivating others to follow. Respects lines of authority and uses proper channels of communication. Is open and receptive to feedback. Provides guidance for quality nursing practice in accordance with accepted professional standards, codes, policies, and relevant legislation.
Operational management Ensures optimum service delivery:	<ul style="list-style-type: none"> Coordinates safe, appropriate, efficient resources using relevant systems and processes. Manages patient and whānau feedback effectively and escalates appropriately. Coordinates resources within the unit based on the models of care framework to ensure the delivery of optimal nursing care. Manages emergency equipment, procedures, consumables, and pharmaceuticals in the unit as per legislation and hospital policy. Ensures own and team members mandatory training is completed. Contributes to nursing strategies for effective succession planning, recruitment, and retention.
Interpersonal Relationships and Teamwork Ensures effective interpersonal relationships and teamwork:	<ul style="list-style-type: none"> Develops and enhances business relationships with clinicians, their staff and key stakeholders. Promotes collaborative working relationships with clinicians and other hospital colleagues. Promotes excellence within the team through the sharing of innovations and evidence-based practice. Fosters the development of a cohesive team through personal leadership, effective communication, and role modelling St George's values. Ensures own availability to clinicians/allied health professionals and hospital colleagues to discuss quality of care delivery.
Quality Improvement and innovation Maintains and encourages quality improvement:	<ul style="list-style-type: none"> Actively participates in quality improvement and innovation by planning, implementing and evaluating improvements. Initiates, participates in design, facilitates and evaluates audits and applies outcomes to improve service provision. Actively participates in Ministry of Health Certification process. Contributes to the review and development of documents such as policies, procedures, and guidelines. Documents and reports incidents accurately and undertakes review processes in accordance with hospital policy. Identifies & monitors risk and escalates according to policy.
Professional Development Demonstrates a commitment to personal and professional development and actively assists with teaching and training:	<ul style="list-style-type: none"> Maintains professional standards and applies the standards of practice as required by the professional body and the hospital. Encourages a culture of continuous learning. Fosters an environment conducive to learning, enquiry and research. Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation.

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	<ul style="list-style-type: none"> Oversees clinical orientation and mentorship of the nursing team. Understands and complies with legislation and organisational policies and procedures that govern practice and service delivery. Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation.
Organisational Culture Supports and promotes St George's within the community and with key internal and external stakeholders:	<ul style="list-style-type: none"> Creates a climate of collaboration, trust, and empowerment within the team. Understands and promotes a customer focus across all groups (e.g., patients, whānau colleagues, and clinicians). Creates a culture of patient/client focus through person-centered care.
Commitment to Te Tiriti o Waitangi Promotes cultural awareness within St George's Hospital	<ul style="list-style-type: none"> Understands and has knowledge of Te Tiriti o Waitangi. Collaborates with colleagues regarding the integration of Te Tiriti principles in practice. Displays a willingness to work positively with organisational strategies to improve outcomes for Māori.
Cultural safety	<ul style="list-style-type: none"> Promotes an awareness of cultural differences amongst colleagues and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice
Health & Safety Ensures a safe working environment	<ul style="list-style-type: none"> Complies with and supports all health and safety policies, guidelines, and initiatives. Ensures all incidents, injuries and near misses are reported reviewed and evaluated
Other Duties Completes other duties as requested by the Cardiology Service Manager	<ul style="list-style-type: none"> Performs other duties relating to the scope of the role when requested. 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
Qualifications	<ul style="list-style-type: none"> Registered Nursing qualification and evidence of post graduate qualification/s. Holds a current Annual Practicing Certificate (APC) with the NZ Nursing Council (NZNC), with appropriate conditions.
Experience / Knowledge / skills	<ul style="list-style-type: none"> Senior Nurse with advanced clinical knowledge and leadership skills. Cardiology/Cath Lab experience at Expert PDRP level. Experience managing complex situations and ability to make effective decisions under pressure. Strong interpersonal, communication and time management skills. Experienced and competent with a range of technology/computer applications.
Personal Attributes	<ul style="list-style-type: none"> Integrity / Accountability / Self-awareness / Resilience Excellent customer / patient / clinician focus Collaborative and inclusive working style. Strong organisational understanding; negotiation skills and critical thinking.