

POSITION DESCRIPTION

Position Title	Registered Nurse Eye Care
Business area:	Eye Care
FTE:	As per Conditions of Employment
Reports to:	Clinical Director



Our Purpose

Our Mission :

Excellence in health care within a culture of caring

Our Vision :

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

Our Values:

Four core values:

- Do the Right Thing
- Aim for Excellence
- Caring for All
- Work Better Together

Position Objective

To provide quality nursing care to Eye Care patients and to facilitate the functioning of an environment conducive to patient and colleague safety and wellbeing.

Functional Relationships

Internal:	External:
<ul style="list-style-type: none">• Ophthalmologists• Optometrist• Practice Manager• Clinical colleagues in Eye Care• Administrative colleagues in Eye Care• Nurse Educators• Infection Prevention and Control Coordinator• Other Nursing colleagues• All other St George's Hospital colleagues	<ul style="list-style-type: none">• Medical staff• Allied Health Professionals• Patients and Support persons• Company Representatives

Key Areas of Accountability

Area of Accountability	Expected Results
<p>Professional Practice</p> <p>Provide comprehensive, individualised care to patients in the Eye Care environment as a fully participating member of the multi-disciplinary team</p>	<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 advanced 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, colleagues 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.
<p>Interpersonal Relationships/Teamwork</p> <p>To ensure effective teamwork and contribute to the achievement of St George's vision and strategic plan</p> <p>To communicate effectively with patients, colleagues, other health professionals and the public.</p>	<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. • 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.
<p>Professional Development</p> <p>To maintain a high level of professional development</p>	<ul style="list-style-type: none"> • Understands and has knowledge of nursing professional development issues. • Maintains and continuously updates professional portfolio. • Maintains own professional development and mandatory training. • Demonstrates a commitment to participating in continuing post basic education and acquisition of further knowledge, skills, and credentials. • Identifies own learning requirements/deficits and develop a plan in conjunction with charge nurse/department coordinator to redress these • Completes the intravenous certification process (written and practical) to an acceptable standard

Area of Accountability	Expected Results
	<ul style="list-style-type: none"> • Fosters an environment conducive to learning, enquiry and research. • Maintains an excellent knowledge of supporting equipment in specialty area and is able to trouble shoot. • Engages in orientation of new colleagues, and the ongoing education of all colleagues appropriate to their level of knowledge and experience. • Identifies teaching needs and provide accurate information and education to patients, relatives and/or significant others. • Ensures own performance and development is undertaken according to hospital policy. • Acts as a role model for nurses and other departmental colleagues • Participates in Performance Planning and review.
Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement	<ul style="list-style-type: none"> • Participates actively in quality improvement activities to monitor and improve standards of nursing. • Initiates, participates in and evaluates audits and uses outcomes to improve service provision. • Participates actively in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification and QHNZ Accreditation process status. • Documents and reports accidents and incidents accurately in accordance with Hospital policy. • Supports continuous quality improvement.
Organisational Culture To support a strong and positive image of St George's within the community and with key internal and external stakeholders	<ul style="list-style-type: none"> • Promotes harmonious working relationships within the department and with departmental "Users". • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for a "customer focus". • Assists in facilitating positive inter-departmental relationships. • Maintains confidentiality in respect to St George's operations, business, employees, clients and patients. • Models St George's values and adheres to St George's policies and procedures.
Te Tiriti o Waitangi	<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	<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
Organisational effectiveness To contribute to the cost effectiveness and changing needs of the hospital business	<ul style="list-style-type: none"> • Looks for ways and means to actively and effectively promote cost effectiveness. • Accurately completes cost accounting documents as appropriate. • Identifies appropriate priorities for workload. • Monitors stock supplies and orders appropriately. • Participates in the department's ongoing maintenance programme.
Other Duties To undertake other duties as requested from time to time	<ul style="list-style-type: none"> • 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">NZ Registered NurseHolds a current practicing certificate that allows you to practice in New Zealand	
Experience & Knowledge	<ul style="list-style-type: none">Specialty knowledge and practice expertise	
Personal Attributes	<ul style="list-style-type: none">Ability to perform effectively in stressful and emergency situations	