

Position Description: Registered Nurse

Business area: Clinical – Registered Nurse, Surgical Wards

FTE: As per Conditions of Employment

Reports to: Charge Nurse



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

Functional Relationships:

Internal:	External:
• Hospital Manager • Ward Services Manager • Operating Theatre Services Manager • Clinical Flow Services Manager • Charge Nurses • Nursing Coordinators • Nurse Educators • Other Nursing colleagues • Infection Prevention and Control Nurse • All other St George's Hospital colleagues	• Clinicians and their staff • Allied Health Professionals • Patients and Support persons / whānau • Visitors • Contractors

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Key Areas of Accountability:

Area of Accountability	Expected Results
Professional Practice	- 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, 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
Interpersonal Relationships/Leadership and Teamwork	- 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

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	Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference
Quality Improvement	- 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	- 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 - 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	- 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
Te Tiriti o Waitangi	- 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	Promotes an awareness of cultural differences amongst colleagues and patients (e.g. beliefs, gender, sexual orientation)

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Area of Accountability	Expected Results
	or disability) and the impact that beliefs and values have on practice
Health & Safety	- Actively demonstrates sound health and safety behaviours, complies with all health and safety policies, procedures, guidelines, instructions and safe work practices - Takes reasonable care for their own health & safety - Takes reasonable care that their actions or omissions do not adversely affect the health & safety of others at work - Participates in health and safety initiatives, consultation and continuous improvement activities - Promptly reports hazards, incidents, injuries and near misses through our H&S reporting tool
Other Duties	- 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	- Registered Nurse - Holds a current practicing certificate	
Experience & Knowledge	Knowledge and experience caring for surgical patients	Experience in the cardiothoracic, neurosurgical, orthopaedic or general specialty
Personal Attributes	- Shows respect for people - Uses initiative - Is proactive and innovative - Is an effective communicator - Is caring and friendly	