

## 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:
<ul style="list-style-type: none"> <li>• Hospital Manager</li> <li>• Ward Services Manager</li> <li>• Operating Theatre Manager</li> <li>• Clinical Flow Services Manager</li> <li>• Charge Nurses</li> <li>• Nursing Coordinators</li> <li>• Nurse Educators</li> <li>• Other Nursing colleagues</li> <li>• Infection Prevention and Control Nurse</li> <li>• All other St George's Hospital colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Clinicians and their staff</li> <li>• Allied Health Professionals</li> <li>• Patients and Support persons / whānau</li> <li>• Visitors</li> <li>• Contractors</li> </ul>

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### *Key Areas of Accountability:*

Area of Accountability	Expected Results
<b>Professional Practice</b>	<ul style="list-style-type: none"> <li>Provides nursing care in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct.</li> <li>Takes responsibility for maintaining skills, knowledge and competencies as per hospital policies and procedures.</li> <li>Provides, facilitates, advocates and evaluates nursing care that is evidence-based and is responsive to patient needs.</li> <li>Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation.</li> <li>Ensures appropriate communication of patient health assessment information and articulates recommendations regarding interventions.</li> <li>Demonstrates competency in implementing emergency procedures and maintains a safe and secure patient care and work environment.</li> <li>Respects privacy, confidentiality of patients, colleagues and consultants.</li> <li>Demonstrates accountability for directing and evaluating nursing care that is provided by enrolled nurses, assistants and others.</li> <li>Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook and the relevant Patient Management Systems).</li> <li>Promotes the profession of nursing and presents a positive professional image.</li> </ul>
<b>Interpersonal Relationships/Leadership and Teamwork</b>	<ul style="list-style-type: none"> <li>Maintains approachability and an open, effective communication style.</li> <li>Models St George's Hospital vision, values and goals.</li> <li>Respects lines of authority and uses proper channels of communication.</li> <li>Is open and receptive to feedback.</li> <li>Establishes collaborative networks across teams for mutual benefit.</li> <li>Collaborates with peers to achieve strategic goals.</li> <li>Reinforces patient/client focus through education, practice, policies and/or procedures.</li> <li>Recognises individual efforts in excellent patient/client focus.</li> <li>Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need.</li> <li>Empowers others to take action to resolve patient/client issues promptly.</li> <li>Creates a culture of patient/client focus through person-centered care.</li> <li>Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>Participates actively in quality improvement activities by planning, implementing and evaluating improvements.</li> <li>Initiates, participates in design and evaluates audits and applies outcomes to improve service provision.</li> <li>Participates actively in Ministry of Health Certification and Accreditation process.</li> <li>Documents and reports incidents accurately in accordance with hospital policy.</li> <li>Participates actively in the development/review of policies and procedures.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Maintains and continuously updates professional portfolio.</li> <li>Maintains own professional development and mandatory updates.</li> <li>Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation.</li> <li>Identifies own learning requirements/deficits and develops a plan in conjunction with line manager.</li> <li>Demonstrates and facilitates contemporary knowledge and skills.</li> </ul>

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	<ul style="list-style-type: none"> <li>Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures.</li> <li>Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation.</li> <li>Attends CPR updates and familiarises self with emergency equipment.</li> <li>Attends relevant study days and in-service education.</li> <li>Fosters an environment conducive to learning, enquiry and research.</li> <li>Participates in approved research programmes as requested.</li> </ul>
<b>Organisational Culture</b>	<ul style="list-style-type: none"> <li>Fosters co-operation across the organisation.</li> <li>Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians).</li> <li>Maintains confidentiality in respect to St George's operations, business, employees, clients and patients.</li> <li>Adheres to St George's policies and procedures.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>Understands and has knowledge of Te Tiriti o Waitangi.</li> <li>Collaborates with colleagues regarding the integration of Te Tiriti principles in practice.</li> <li>Displays a willingness to work positively with organisational strategies to improve outcomes for Māori.</li> </ul>
<b>Cultural Safety</b>	<ul style="list-style-type: none"> <li>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</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>Complies with and supports all health and safety policies, guidelines, and initiatives.</li> <li>Ensures all incidents, injuries and near misses are reported in our H&amp;S reporting tool.</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>Undertakes other duties as requested from time to time</li> <li>Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.</li> </ul>

### Qualifications, Experience and Personal Qualities

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Nurse</li> <li>Holds a current practicing certificate</li> </ul>	
<b>Experience &amp; Knowledge</b>		<ul style="list-style-type: none"> <li>Knowledge and experience caring for surgical patients</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Shows respect for people</li> <li>Uses initiative</li> <li>Is proactive and innovative</li> <li>Is an effective communicator</li> <li>Is caring and friendly</li> </ul>	