## Position Details:

<table>
<thead>
<tr>
<th>Title:</th>
<th>Registered Nurse</th>
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<tr>
<td>Reports to:</td>
<td>Clinical Team Leader</td>
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<tr>
<td>Date:</td>
<td>August 2014</td>
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<tr>
<td>Approved by:</td>
<td>Nurse Director</td>
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## Purpose of the Position:

To meet the needs of patients and their family/whanau using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and is patient/consumer centred, culturally sensitive and evidence-based.

## Service Descriptor:

- Identified patient/client group for the role
- Area of speciality clinical practice and setting that care will primarily be delivered in.
- Key points of integration and collaboration with other teams; services or providers
- The anticipated outcomes of care/intervention

Note: The service description must be approved by the relevant Nurse Director.

## Key Accountabilities

### Domain One - Professional Responsibility

- Practices in accordance with legal, ethical, culturally safe and professional standards.
- Maintains and develops own clinical expertise and knowledge in specialty nursing practice.
- Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and patient/client care.
- Participates in peer review/feedback.
- Pro-actively participates in own performance development and review.
- Attends educational opportunities relevant to staff nurse role and scope of practice.
Domain Two - Management of Nursing Care

- Uses nursing knowledge and skills to assess, plan, implement and evaluate patients/clients/family/whanau health needs.
- Provides direct nursing care for patient/clients to achieve best health outcomes.
- Evaluates clinical outcomes and reports variance to clinical pathway, protocols or best practice guidelines.
- Educates and provides information to patients/clients/family/whanau to improve knowledge of disease/illness, self management and prevention of complications and promotion of recovery.
- Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.
- Accurately documents assessments of patients/clients health status, diagnosis and response to nursing and others interventions and treatments.
- Applies diagnostic reasoning and professional judgement to nursing practice issues/decisions.
- Role models culturally safe nursing practice.
- Fosters the provision of positive patient/client outcomes and person-centred care.

Domain Three - Interpersonal relationships

- Collaborates and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes.
- Promotes effective teamwork and collaborative relationships within the multi-disciplinary team.
- Fosters the implementation of organisational and nursing goals and values.
- Promotes ADHB as a centre of excellence for nursing practice.

Domain Four - Interprofessional healthcare and quality improvement

- Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients, families/whanau and staff.
- Contributes to evidence based nursing practice in specialty area.
- Demonstrates commitment to quality improvements, risk management and resource utilisation.
- Provides input into clinical standards/protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice.
- Participates in the implementation of nursing models of care appropriate to patient/client population needs.
- Assists in the implementation of initiatives to address differential access to healthcare services for Maori.
- Acts to identify and minimise organisational risk.
- Contributes to and participates in ADHB policy development.
- Participates in case review and debriefing activities as required.

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<thead>
<tr>
<th>Relationships:</th>
<th>Internal</th>
<th>Committees/Groups</th>
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<tbody>
<tr>
<td>Charge Nurse/Manager, Interdisciplinary Team</td>
<td>Ward /Service quality groups</td>
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<tr>
<td>Patient’s/Consumers, Family/Whanau</td>
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<tr>
<th>PERSON SPECIFICATION</th>
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<tr>
<td><strong>Education &amp; Qualifications</strong></td>
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<tr>
<td><strong>General &amp; Specific Requirements</strong></td>
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<td>RGN; RGON; RPN; RCpN with or without BN or BHSc (Nursing)</td>
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<th>INDIVIDUAL COMPETENCIES</th>
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| **Teamwork** | • Collaborates with fellow team members and work groups to achieve objectives.  
• Seeks out opportunities to support others in achieving goals.  
• Actively contributes to and accepts consensus decisions  
• Recognises and respects individual differences. |
| **Bicultural Approach** | • Understands the significance of the Treaty of Waitangi.  
• Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Maori. |
| **Self Management** | • Sets high personal standards and strives to achieve goals  
• Is proactive and displays initiative.  
• Is resilient to change  
• Understands both personal and professional limitations  
• Understands professional boundaries and code of conduct  
• Can work to deadlines to achieve outcomes |
| **Patient/client/ population focused** | • Develops positive working relationships with patients/consumer, treating them respectfully and as a first priority. |
| **Communication/ Interpersonal Skills** | • Expresses information effectively and accurately, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.  
• Actively listens, drawing out information and checking understanding  
• Empathises with others and considers their needs and feelings. |
| **Innovation** | • Participates in group/unit discussions that review current practice. |
| **Flexibility** | • Within the scope of Registered Nurse practice meet the changing needs of patients.  
• Responds positively to requests for help from others |
| **Planning and Monitoring** | • Uses action plans to accomplish goals, establishes timeframes and realistically and appropriately allocates resources |
**WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES**

### Citizenship
All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

### The Employer and Employee Relationship
We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB’s objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

### Consumer/Customer/Stakeholder Commitment
All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

### Professional Development
As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require