

Position details:		
Title:	Registered Nurse	
Reports to:	Charge Nurse/Manager	Approved by: Nurse Director
Date:	September 2018	Location: Starship Child Health

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.

Relationships:	
Internal	Committees/Groups
Charge Nurse/Manager, Interdisciplinary Team Patient's/Consumers, Family/Whanau	Ward /Service quality groups

PERSON SPECIFICATION

Education & Qualifications	Essential
General & Specific Requirements	A staff nurse will be able to demonstrate in their practice the following requirements for their level
RGN; RGON; RPN; RCpN with or without BN or BHSc (Nursing)	Registration with Nursing Council (NZ) and evidence that they are competent to practice within the Registered Nurse scope of practice.

INDIVIDUAL COMPETENCIES

	Description
Teamwork	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Develops positive working relationships with patients/consumer, treating them respectfully and as a first priority.
Communication/ Interpersonal Skills	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Participates in group/unit discussions that review current practice.
Flexibility	<ul style="list-style-type: none"> Within the scope of Registered Nurse practice meet the changing needs of patients. Responds positively to requests for help from others
Planning and Monitoring	<ul style="list-style-type: none"> Uses action plans to accomplish goals, establishes timeframes and realistically and appropriately allocates resources Able to monitor progress and address problems to achieve outcomes.

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