POSITION DESCRIPTION

Generic Registered Nurse

Date Produced/Reviewed: July 2007

Position Holder's Name:

Position Holder's Signature: .................................................................

Manager / Supervisor's Name:
Manager / Supervisor's Signature: ....................................................

Date: ......................................................
PURPOSE OF THE POSITION

Registered nurses utilise knowledge and complex nursing judgement to assess health needs and provide care, and to advise and support people to manage their health. They practice independently and in collaboration with other health professionals, perform general nursing functions and delegate to and direct Enrolled Nurses, Nurse Assistants and Clinical Support Workers.

Registered Nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered Nurses may also use this expertise to manage, evaluate and research nursing practice. Registered Nurses preceptor new staff, undergraduate and graduate nurses providing education and support.

Vision & Values

Organisational Shared Vision

Our DHB shared Vision is to work in partnership with our communities to improve the health status of all, with particular emphasis on Maaori and Pacific peoples and other communities with health disparities.

We will do this by leading the development of an improved system of healthcare that is more accessible and better integrated.

We will dedicate ourselves to serving our patients and communities by ensuring the delivery of both quality focussed and cost effective healthcare, at the right place, right time and right setting.

Organisational Values

Partnership Working alongside and encouraging others in health and related sectors to ensure a common focus on, and strategies for achieving health gain and independence for our population

Care and Respect Treating people with respect and dignity, valuing individual and cultural differences and diversity

Professionalism We will act with integrity and embrace the highest ethical standards

Teamwork Achieving success by working together and valuing each other’s skills and contributions

Innovation Constantly seeking and striving for new ideas and solutions

Responsibility Using and developing our capabilities to achieve outstanding results and taking accountability for our individual and collective actions
# NATURE AND SCOPE OF RESPONSIBILITIES

<table>
<thead>
<tr>
<th>Key Accountability</th>
<th>Standards / Achievements</th>
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| **Professional Responsibility**  
Able to demonstrate knowledge, judgement and accountability in relation to: professional, legal and ethical responsibilities and cultural safety. Promotes and environment that maximises patient’s safety, independence and quality of life and health. | • Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislative requirements.  
• Demonstrates the ability to apply the principals of the Treaty of Waitangi/Te o Waitangi to nursing practice.  
• Demonstrates an understanding of the concepts of cultural safety and the application to patient care.  
• Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses/nurse assistants and clinical support workers.  
• Promotes an environment that enables patient safety, privacy, independence, quality of life, and health.  
• Practices nursing in a manner that the client determines as being culturally safe.  
• Acts as a positive role model and presents a professional image  
• Complies with CM Health policies and procedures |
| **Management of Nursing Care**  
Able to demonstrate knowledge and uses evidence based practice in the assessment of clients and the management of nursing care | • Provides planned nursing care to achieve identified outcomes.  
• Undertakes a comprehensive, accurate and ongoing nursing assessment of clients in a variety of settings.  
• Integrates relevant, comprehensive information which identifies actual and potential health problems, care needs requirements in the short and long term phases of patient illness.  
• Uses analytical skills to assess physiological, psychological and social information.  
• Ensures documentation is accurate, reflects the nursing assessment and maintains confidentiality of information.  
• Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options and right to self determination.  
• Acts appropriately to protect oneself and others when faced with unexpected client responses, |
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<tr>
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<tr>
<td></td>
<td>confrontation, personal threat or other crises situations.</td>
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<td></td>
<td>• Evaluates client’s progress towards expected outcomes in partnership with clients and identifies patient/whaanau’s expectations.</td>
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<td>• Formulates and documents discharge planning arrangements.</td>
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<td>• Provides health education appropriate to the needs of the client within a nursing framework.</td>
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<td>• Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.</td>
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<td>• Bases nursing practice on current evidence based research.</td>
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<td>• Maintains professional development through ongoing education.</td>
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<td>• Demonstrates compliance with CM Health PDRP.</td>
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<td>• Participates in the annual Performance review process.</td>
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| Interpersonal Relationships                         | • Establishes, maintains and concludes therapeutic interpersonal relationships with client.                                                                                                                                    |
|                                                   | • Practices nursing in a negotiated partnership with the client where and when possible.                                                                                                                                       |
|                                                   | • Communicates effectively with clients and members of the health care team.                                                                                                                                                   |
|                                                   | • Acts as an advocate in conveying patient needs and responses to treatment or health professionals.                                                                                                                          |
|                                                   | • Identifies self and designation and establishes a positive partnership with the patient.                                                                                                                                     |

<p>| Interprofessional health care &amp; quality improvements | • Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.                                                                                                           |
|                                                    | • Recognises and values the roles and skills of all members of the health care team in the delivery of care.                                                                                                                                 |
|                                                    | • Provides support and guidance to students and new staff through orientation and peer support.                                                                                                                               |
|                                                    | • Participates in quality improvement activities to monitor and improve standards of nursing and service provision.                                                                                                                |</p>
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| **HEALTH & SAFETY** | • Initiates corrective action where non-compliance issues are identified.  
• Demonstrates both written and verbal progress reporting. |
| Recognises individual responsibility for workplace Health & Safety under the Health and Safety Act 1992 | • Counties Manukau District Health Board (CM Health) Health and Safety policies are read and understood and relevant procedures applied to own work activities  
• Workplace hazards are identified and reported including self-management of hazards where appropriate  
• Can identify Health and Safety representative for area |

| CULTURAL SAFETY | • Respect, sensitivity, cultural awareness is evident in interpersonal relationships.  
• Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices of women and their families. |
| Commitment to the principles of Treaty of Waitangi |  
Honouring Cultural Diversity |

| Utilise Information Technology | • Demonstrate ability to access and use available clinical information systems.  
• Is conversant with applications required for specific discipline/role. For example, PIMS, Concerto, Outlook, etc.  
• Maintains own professional development by attending relevant IT educational programmes. |

**COMMUNICATION AND INTERPERSONAL SKILLS**

Will be required to interact on a regular basis with a range of CM Health staff, patients and clients including:

**Internal:**

Patient/clients- whaanau/ families  
Nursing and Nursing Support Staff (e.g. Charge Nurse Managers/ Nurse Educators/Clinical Nurse Specialists/Clinical Nurse Advisors/ PDRP Coordinator,
District /Public Health Nurses Enrolled Nurses/ Nurse Assistants, Healthcare Assistants
Midwifery Staff: Charge Midwife Managers/ Midwives
Clinical Nurse Directors
Director of Nursing
Medical Staff
Allied Health Staff
Clinical Support Services
Cultural Resource Units, Interpreting Services
Health and Safety/Infection Control/ IV Service
Other support areas of the organisation e.g. Orderlies, Security, Cleaning, Laundry Services
General Manager/ Service Managers

External
Bureau Nurses
External agencies and personnel - education /social services
Primary Care providers-General Practice

Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner.

In conflict situations will be required to exercise sound judgement, negotiation and persuasiveness skills, toward facilitating a workable outcome.

**PROBLEM COMPLEXITY**

Will be regularly challenged by a wide range of nursing issues. There will be a requirement to be able to prioritise issues and negotiate time frames, while still providing a quality customer service.

The range of problems will be diverse and require solutions customised to meet the circumstances of the client. Therefore opportunities will arise to provide innovative options to the client based on proven outcomes.

There will be demands to meet deadlines, maintain accuracy and quality of information. Failure to do so could impact on the organisation in terms of organisational effectiveness and timeframes.

Will refer to Charge Nurse/Midwife Manager, Nurse Educator or Clinical Nurse Specialist for advice or second opinion.
SCOPE FOR ACTION

The RN is empowered to make decisions or recommendations relating to patient care in consultation with the Charge Nurse/Midwife Manager. Are encouraged to use initiative and problem solving skills to develop innovative approaches to issues.

Discretion is required to be exercised in releasing confidential information to the appropriate parties.

DIMENSION OF THE POSITION

Will be responsible to the Charge Nurse/Midwife Manager for the achievement of agreed objectives and operates within the confines of CM Health.

POSITIONS REPORTING

Directly  NIL

Indirectly  Enrolled Nurses/ Nurse Assistants
               Clinical Support Workers
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<tr>
<th>PERSON SPECIFICATIONS</th>
<th>Minimum</th>
<th>Preferred</th>
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<tbody>
<tr>
<td>Qualification</td>
<td>• RN with current Annual Practising Certificate</td>
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<tr>
<td>Experience</td>
<td>• One year post registration in nursing practice</td>
<td>• Experience in speciality area</td>
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<td>• Has undertaken the Nurse Entry to Practice (Netp) programme if less than 1 year of post graduation practice</td>
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<td>Skills/Knowledge/</td>
<td>• High level of written and verbal communication</td>
<td>• Service specific skills</td>
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<tr>
<td>Behaviour</td>
<td>• Priority setting/time management</td>
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<td></td>
<td>• Problem solving/planning</td>
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<td>• Knowledge of current issues in nursing</td>
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<td>• Ability to work independently and be a team member</td>
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<td>• Knowledge and understanding of medico/legal and ethical responsibilities</td>
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<td>• Research skills</td>
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<td>• Preceptor skills</td>
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<tr>
<td>Personal Qualities</td>
<td>• Personal sincerity, integrity, honest and reliable</td>
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<td></td>
<td>• Initiative and motivated</td>
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<td>• Demonstrate commitment to quality improvement initiatives</td>
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<td></td>
<td>• Commitment to ongoing education &amp; professional development</td>
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<td></td>
<td>• Multidisciplinary team and Patient focus</td>
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<td></td>
<td>• Empathy and respect for individuals from diverse backgrounds</td>
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<td></td>
<td>• Sense of humour</td>
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