



REGISTERED NURSE POSITION DESCRIPTION

THE SOUTHERN DISTRICT HEALTH BOARD VISION AND VALUES

Working together to promote wellness and independence

Integrity

Being honest and treating all people with respect and dignity, valuing individual and cultural differences and diversity.

Professionalism

Acting with integrity and embracing the highest ethical standards and excellence.

Innovation

Constantly seeking and striving for new ideas and solutions.

Teamwork

Achieving success by working together and valuing each other's skills and contributions.

Responsibility

Using and developing our capabilities to achieve outstanding results and taking accountability for our individual and collective actions.

Our Values define the expected behaviour of all staff and remind us of what behaviours are important to us as an organisation. They underpin the way we do things at Otago.

POSITION PURPOSE AND MAIN OBJECTIVES

The registered nurse provides comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of care, and provides nursing interventions that require substantial scientific and professional knowledge and skills. This occurs in a range of settings in partnership with individuals, families, whanau and communities.

The registered nurse is professionally accountable to the Chief Nursing Officer and contractually responsible to the service/area line manager. Out-of-hours responsibility is to the Duty Coordinators. Ultimately the registered nurse is legally accountable for their actions and to practice within their defined scope of practice. This scope of practice encompasses the responsibility for the direction of nurse assistants, enrolled nurses and others.

It is expected that a registered nurse maintain a standard of practice and behaviour consistent with professional bodies' expectations and work within legislative boundaries. Along with the Southern District Health Board's vision and values this means adherence to the Nursing Council of New Zealand Code of Conduct for Nurses (2005), Southern District Health Board Code of Conduct and all Southern District Health Board policies and procedures (available on Midas).

WORKPLACE CONTRIBUTION

Treaty of Waitangi

The Southern District Health Board is committed to its obligations under the Treaty of Waitangi. As an employee it is a requirement to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection.

Health and Safety

Southern District Health Board is committed to achieving the highest level of health and safety for its staff. All employees are expected to take initiative, identify report and resolve issues that may cause harm to themselves or others in the organization. An employee of Southern District Health Board is responsible for their own health and safety as well as that of client/patients and colleagues. Individuals are expected to work safely at all times, and to actively participate in health and safety programmes. It is expected that employees will report all accidents or potential hazards to their line manager.

Quality and Risk

Southern District Health Board is committed to the concept of quality improvement. All employees are required to actively participate in quality improvement and risk management. Both at a professional and service level.

Registered nurses are also required to participate in quality and risk programmes as an integral part of the position.

Teamwork

Registered Nurses are employed by the Southern District Health Board, which means they may be required to work in any area of the DHB where there is a need, and the work involved is within each nurse's scope of practice.

All registered nurses are expected to be a co-operative team member who actively contributes to team goals and meetings. It is also expected that each nurse will challenge and contribute in a positive manner.

A Collaborative Model of Nursing Care has been implemented at Dunedin and Wakari Hospitals to ensure patients receive a high standard of nursing care. Nurses working in these hospitals are to adhere to the principles and processes of the Model of Care.

Leadership

Leadership is a key competency for all nurses, therefore it is important that they readily share knowledge, skills and provide guidance and coaching to new staff, less experienced nurses and students.

All registered nurses will be self-motivated, able to provide direction and delegation appropriately, and consider the wider impact of decisions and actions.

Work and Professional Approach

Under the Health Practitioners Competence Assurance Act 2004, all registered nurses are required to hold an Annual Practising Certificate. This requires the registered nurse to be competent and fit to practice under a defined scope of practise. If there are any limitations on your scope of practice, alert the line manager immediately.

As a nurse employed at the Southern DHB it is important to maintain a positive approach to clients/patients, colleagues and the organisation. This attitude is to be role modelled to all people during the course of a workday.

It is an organisational and professional expectation that a professional portfolio is maintained and there is active engagement in mandatory annual performance appraisals.

RELATIONSHIPS	
Reports to Identified line manager	Supervision of Registered nurses Enrolled Nurses/Nurse Assistant Hospital aides/Health care assistants Students
Internal Relationships Client/patients/ Family/ Whanau/ Caregivers Nursing staff Clerical staff Service Manager Multidisciplinary team Nurse Directors	External Relationships Services from the community

DOMAINS OF COMPETENCE	
Domain One: Professional Responsibility	
1. Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements	<ul style="list-style-type: none"> - Practises nursing in accord with relevant legislation/codes/policies and upholds client/patient rights derived from that legislation - Accepts responsibility for actions and decision making within scope of practice - Identifies breaches of law that occur in practice and reports them to the appropriate person(s) - Demonstrates knowledge of, and accesses policies and procedural guidelines that have implications for practice - Uses professional standards of practice
2. Demonstrates the ability to apply the principles of the Treaty of Waitangi/ Te Tiriti o Waitangi, to nursing practice	<ul style="list-style-type: none"> - Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in Aotearoa/ New Zealand - Demonstrates knowledge of differing health and socio-economic status of Maori and non-Maori - Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice
3. Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by nurse assistants, enrolled nurses and others	<ul style="list-style-type: none"> - Understands accountability for directing, monitoring and evaluating nursing care provided by nurse assistants, enrolled nurses and others - Seeks advice from a senior registered nurse if unsure about the role and competence of nurse assistants, enrolled nurses and other when delegating work - Takes into consideration the role and competence of the staff when delegating work - Makes appropriate decisions when assigning care, delegating activities and providing direction for enrolled nurses, nurse assistants and others
4. Promotes an environment that enables client/patient safety, independence, quality of life and health	<ul style="list-style-type: none"> - Identifies and reports situations that affect client/patient or staff health and safety - Accesses, maintains and uses emergency

	<p>equipment and supplies</p> <ul style="list-style-type: none"> - Maintains infection control principles - Recognises and manages risks to provide care which best meets the needs and interests of the client/patients and public
<p>5. Practices nursing in a manner that the client/patient determines as being culturally safe</p>	<ul style="list-style-type: none"> - Applies the principles of cultural safety in own nursing practice - Recognises the impact of the culture of nursing on client/patient care and endeavours to protect the client/patients' well being within this culture - Practices in a way that respects the client/patients' identity and right to hold personal beliefs, values and goals - Assists the client/patient to gain appropriate support and representation from those who understand the client/patient's culture, needs and preferences - Consults with members of cultural and other groups as requested and approved by the client/patient - Reflects on his/her practice and values that impact on nursing care in relation to the client/patient's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability - Avoids imposing prejudice on others and provides advocacy when prejudice is apparent
<p>Domain Two: Management of Nursing Care</p>	
<p>1. Provides planned care to achieve identified outcomes</p>	<ul style="list-style-type: none"> - Contributes to care planning, involving client/patients and demonstrating an understanding of client/patients' rights to make informed decisions - Demonstrates understanding of the processes and environments that support recovery - Identifies examples of the use of evidence in planned nursing care - Undertakes practice procedures and skills in a competent and safe way - Administers interventions, treatments and medications, (for example intravenous therapy, calming and restraint), within legislation, codes and scope of practice; and according to authorised prescription, established policy and guidelines
<p>2. Undertakes a comprehensive and accurate nursing assessment of client/patients in a variety of settings</p>	<ul style="list-style-type: none"> - Undertakes assessment in an organised and systematic way - Uses suitable assessment tools and methods to assist the collection of data - Applies relevant research to underpin nursing assessment
<p>3. Ensures documentation is accurate and maintains confidentiality of information</p>	<ul style="list-style-type: none"> - Maintains clear, concise, timely, accurate and current client/patient records within a

	<p>legal and ethical framework</p> <ul style="list-style-type: none"> - Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery
<p>4. Ensures the client/patient has adequate explanation of the effects, consequences and alternatives of proposed treatment options</p>	<ul style="list-style-type: none"> - Provides appropriate information to client/patients to protect their rights and to allow informed decisions - Assesses the readiness of the client/patient to participate in health education - Makes appropriate professional judgement regarding the extent to which the client/patient is capable of participating in decisions related to his/her care - Discusses ethical issues related to health care/nursing practice, (for example: informed consent, privacy, refusal of treatment and rights of formal and informal client/patients) - Facilitates the client/patient's access to appropriate therapies or interventions and respects the client/patient's right to choose amongst alternatives - Seeks clarification from relevant members of the health team regarding the individual's request to change and/or refuse care - Takes the client/patient's preferences into consideration when providing care
<p>5. Acts appropriately to protect oneself and others when faced with unexpected client/patient responses, confrontation, personal threat or crisis situations</p>	<ul style="list-style-type: none"> - Understands emergency procedures and plans and lines of communication to maximise effectiveness in a crisis situation - Takes action in situations that compromise client/patient safety and wellbeing - Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment
<p>6. Evaluates client/patient's progress toward expected outcomes in partnership with client/patients</p>	<ul style="list-style-type: none"> - Identifies criteria for evaluation of expected outcomes of care - Evaluates effectiveness of the client/patient's response to prescribed treatments, interventions and health education in collaboration with the client/patient and other health care team members. (Beginning registered nurses would seek guidance and advice from experienced registered nurses) - Reflects on client/patient feedback on the evaluation of nursing care and health service delivery
<p>7. Provides health education appropriate to the needs of the client/patient within a nursing framework</p>	<ul style="list-style-type: none"> - Checks client/patient's level of understanding of health care when answering their questions and providing information - Uses informal and formal methods of teaching that are appropriate to the client/patient's or group's abilities - Participates in health education, and ensures that the client/patient understands relevant information related to their health care - Educates client/patient to maintain and

	promote health
8. Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care	<ul style="list-style-type: none"> - Identifies one's own level of competence and seeks assistance and knowledge as necessary - Determines the level of care required by individual client/patients - Accesses advice, assistance, debriefing and direction as necessary
9. Maintains professional development	<ul style="list-style-type: none"> - Contributes to the support, direction and teaching of colleagues to enhance professional development - Updates knowledge related to administration of interventions, treatments, medications and best practice guidelines within area of practice - Takes responsibility for one's own professional development and for sharing knowledge with others
Domain Three: Interpersonal Relationships	
1. Establishes, maintains and concludes therapeutic interpersonal interactions, working in partnership with the client/patient	<ul style="list-style-type: none"> - Initiates, maintains and concludes therapeutic interpersonal interactions with client/patients - Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for client/patients with mental health needs - Utilises effective interviewing and counselling skills in interactions with client/patients - Demonstrates respect, empathy and interest in client/patients - Establishes rapport and trust with client/patient
2. Practises nursing in a negotiated partnership with the client/patient where and when possible	<ul style="list-style-type: none"> - Undertakes nursing care that ensures client/patients receive and understand relevant and current information concerning their health care that contributes to informed choice - Implements nursing care in a manner which facilitates the independence, self esteem and safety of the client/patient and an understanding of therapeutic and partnership principles - Recognises and supports the personal resourcefulness of people with mental and/or physical illness - Acknowledges family/whanau perspectives and supports their participation in services
3. Communicates effectively with client/patients and members of the health care team	<ul style="list-style-type: none"> - Uses a variety of effective communication techniques - Employs appropriate language to context - Provides adequate time for discussion - Endeavours to establish alternative communication methods when client/patients are unable to verbalise

	<ul style="list-style-type: none"> - Accesses an interpreter when appropriate - Discussions concerning client/patients are restricted to settings, learning situations and or relevant members of the health care team
<p>Domain Four: Interprofessional Health Care and Quality Improvement</p>	
<p>1. Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care</p>	<ul style="list-style-type: none"> - Promotes a nursing perspective within the interprofessional activities of the health care team - Provides guidance and support to those entering as students, beginning practitioners and those who are transferring into a new clinical area - Collaborates with the client/patient and other health team members to develop and plan of care - Maintains and documents information necessary for continuity of care and recovery - Develops a discharge plan and follow up care in consultation with the client/patient and other members of the health care team - Makes appropriate referrals to other health care team members and other health related sectors for client/patients who require consultation
<p>2. Recognises and values the roles and skills of all members of the health care team in the delivery of care</p>	<ul style="list-style-type: none"> - Contributes to the co-ordination of care to maximise health outcomes for the client/patient - Collaborates, consults with and provides accurate information to the client/patient and other health professionals about the prescribed interventions or treatments - Demonstrates a comprehensive knowledge of community services and resources and actively supports service users to use them
<p>3. Participates in quality improvement activities to monitor and improve standards of nursing</p>	<ul style="list-style-type: none"> - Reviews policies, procedures and provides, based on relevant research - Recognises and identifies researchable practice issues and refers them to appropriate people - Distributes research findings that indicate changes to practice to colleagues

PERSON SPECIFICATION

Work experience/Qualifications

Registered Nurse with current Annual Practising Certificate

Skills/Knowledge

Excellent communication skills

Demonstrated time management skills

Demonstrated ability to work within a team

Demonstrated competence with computers

Completed self learning packages required for the area within agreed timeframe with the line manager and/or organisational policy

Tikaka Orientation assessment

Knowledge of adult teaching and learning principles

A reasonable level of fitness is required to cope with the demanding physical requirements of the job.

The following denote the key physical requirements for the position:

standing, walking, bending, sitting, stairs, simple grasping, fine manipulation, operating machinery / equipment, lifting, overhead reaching, carrying, pushing / pulling, twisting, climbing / balancing, crouching / squatting, manual handling of people, other reaching, and ability to participate in personal restraint if required.

PERSON SPECIFICATION – Registered Nurse – Mental Health & Intellectual Disability

Mental Health nursing is a specialized expression of nursing which focuses on meeting the mental health needs of the consumer, in partnership with family/whanau and the community in any setting. It is a specialized interpersonal process embodying a concept of caring which has therapeutic impact on the consumer, the family or whanau and the community, within their cultural context, by

- Supporting consumers to optimize their health status within the reality of their life situation
- Encouraging consumers to take an active role in decision about their care
- Involving whanau and communication in the care and support of consumers

(College of Mental Health Nurses, 2004).

The Registered Nurse practicing in Mental Health will meet the competency requirements of NCNZ and the Te Ao Maramatanga NZ College of Mental Health Nursing Inc Standards of Practice for Mental Health Nursing in New Zealand both of which underpin the development of this job description.

Specific Skills

- Comprehensive training in psychiatric illness and a broad knowledge of physical disorders.
- Comprehensive assessment skills, including but not limited to mental and physical status, risk, social and environmental aspects.
- Ability to manage clinical risk.
- A broad based pharmacological knowledge with specialist knowledge of psychopharmacology.
- Knowledge, skills and training of crisis intervention strategies.
- Knowledge and understanding of the medico-legal and ethical aspects of mental health care.
- Knowledge of human development across the life span.
- An ability to work as a primary nurse/case manager/key worker.
- Coordinating the processes of care with the consumer and others involved in providing care.
- Effective communication strategies with consumers, families, communities, and within the multi disciplinary team.
- Ability to document to professional and legal standards.

Specific Assessments

- Comprehensive assessment, may include but not be limited to the following assessments — physical, mental, spiritual, educational, cultural, and emotional health, and safety/risk factors at an individual, family and community level.
- Monitoring of medication — effects, side effects and barriers to people taking medication.

Specific Interventions

- Initiating, maintaining and terminating therapeutic relationships.
- A range of psychosocial interventions to assist the consumer towards recovery.
- A range of de-escalation skills.
- Crisis and rehabilitative interventions.
- Linking consumers with systems that provide resources and services within other health services or the community in line with discharge planning.
- Education around personal health, mental and physical illness, health promotion and maintenance, healthy lifestyles and medication.
- Managing complex and rapidly changing situations within an individual or an environment.
- Broad range of interventions using the principles of the following (may include but not be limited to) — cognitive and behavioural therapies, family work, solution focused and crisis intervention therapies.

Specific Responsibilities

- Initiating, maintaining and terminating therapeutic relationships.
- Assessment, planning, implementing, coordinating and evaluating nursing care.
- Developing and maintaining a therapeutic environment.
- Multi-disciplinary team member.
- Consultation/liaison on nursing issues.
- Medication administration and associated administrative and monitoring tasks.
- Participating in clinical supervision process.
- Supervision and support of nursing students.
- Maintaining clinical competence in the delivery of nursing care.
- Develop and maintain effective interagency networks.
- Education in relation to mental illness and the nursing role.
- Attending and meeting completion requirements for all mandatory training