



Job Description

Position:	Registered Nurse (RN)
Group/Directorate:	Nursing
Reports to:	Clinical Nurse Manager
Location:	Hutt Valley
Direct Reports	n/a
Approved by:	
Document reviewed:	January 2018
Version:	
Next review date:	January 2019

Organisational context

Hutt Valley District Health Board (DHB) is one of 20 DHBs in New Zealand responsible for providing, or funding the provision of, health services in their district. Hutt Valley DHB works to improve, promote and protect the health of the people living in the Hutt Valley and takes the lead in planning, funding and providing public health services for them, regardless of where their services are provided. Hutt Valley District Health Board has an executive leadership team and is governed by a board of members. It was founded in 2001 and employs around 2,400 staff, with many based at Hutt Hospital's campus.

Hutt Valley DHB serves a mainly urban population of around 140,000. Secondary care facilities are located at Hutt Hospital in Lower Hutt with around 270 beds. In addition, Hutt Valley DHB is the centre for five tertiary/regional and sub-regional services - Plastic, Maxillofacial and Burns Services; Rheumatology; School Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Hutt Valley DHB vision:

“Healthy People, Healthy Families, Healthy Communities”

Hutt Valley DHB mission:

Working together for health and wellbeing - a commitment to a cooperative way of working; staff working cooperatively, working in collaboration with the people and organisations we fund, working with organisations from other sectors and working within our community.

Hutt Valley DHB Values:

- Always Caring – Respectful, Kind, Helpful
- Can Do – Positive, Learning & Growing, Appreciative
- In Partnership – Welcoming, Listens, Communicates, Involves
- Being Our Best – Innovating, Professional, Safe

Hutt Valley DHB Goals:

The strategic goals of the HVDHB are the ‘Triple Aim Plus One’: Improved population health outcomes, including reduced inequalities; improved patient journeys through our health system; best value for money from our resources; and building a thriving organisation.

Purpose of Role

The Registered Nurse (RN) utilises nursing knowledge and complex nursing judgement to assess health needs, provide care, and advise and support people to manage their health.

The RN practices independently and in collaboration with other health professionals to provide comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of health care, and provide nursing interventions based on substantial scientific and professional knowledge and skills.

The RN provides direction and delegation to Enrolled Nurses (EN), unregulated healthcare workers and student nurses. The RN may also use their expertise to manage, teach, evaluate and research nursing practice.

Key Working Relationships

Functional:

(not exclusive)

Associate Clinical Nurse Manager
Nurse Educator
Clinical Nurse Specialists/ Specialty Clinical Nurses
Nurses
Health Care Assistants
Medical Staff
Allied Health
Administration Staff
Clinical Support Staff
Laboratory
Radiology
Practice Development Unit

Key Objectives	Performance indicators/outcomes
<p>Professional Responsibility Accepts professional responsibility for actions and decision while promoting a safe environment for care.</p>	<ul style="list-style-type: none"> • Practises nursing in accord with relevant legislation/codes/policies and upholds 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 uses, professional standards of practice, policies and procedural guidelines relevant to practice. • Understands accountability for directing, monitoring and evaluating nursing care provided by EN's unregulated healthcare workers and student nurses. • Seeks advice from a senior RN if unsure about the role and competence of others when delegating work. • Takes into consideration the role and competence of staff when delegating work. • Makes appropriate decisions when assigning care, delegating activities and providing direction for EN's and unregulated healthcare workers. • Identifies and reports situations that affect patient or staff members' health or safety. • Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment. • Maintains infection control principles. • Recognises and manages risks to provide care that best meets the needs and interests of patients and the public. • Applies the principles of cultural safety in own nursing practice. • Recognises the impact of the culture of nursing on patient care and endeavours to protect the patient's wellbeing within this culture. • Practises in a way that respects each patient's identity and right to hold personal beliefs, values and goals. • Assists the patient to gain appropriate support and representation from those who understand the patient's culture, needs and preferences. • Consults with members of cultural and other groups as requested and approved by the patient. • Reflects on his/her own practice and values that impact on nursing care in relation to the patient's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability
<p>Management of Nursing Care Uses nursing knowledge and evidence-based research to assess and manage patient care in a manner that is responsive to identified needs.</p>	<ul style="list-style-type: none"> • Contributes to care planning, involving patients and demonstrating an understanding of 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, within legislation, codes and scope of practice; and according to authorised prescription, established Hutt Valley DHB policy and guidelines. • Undertakes assessment in an organised and systematic way. • Uses suitable/Hutt Valley DHB approved assessment tools and methods to assist the collection of data. • Applies relevant research to underpin nursing assessment.

	<ul style="list-style-type: none"> • Maintains clear, concise, timely, accurate and current patient records within a legal and ethical framework. • Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery. • Provides appropriate information to patients to protect their rights and to allow informed decisions. • Assesses the readiness of the patient to participate in health education. • Makes appropriate professional judgement regarding the extent to which the patient is capable of participating in decisions related to his/her care. • Discusses ethical issues related to health care/nursing practice and uses ethical decision making framework to achieve resolution. • Facilitates the patient's access to appropriate therapies or interventions and respects the patient's right to choose alternatives. • Seeks clarification from relevant members of the health care team regarding the individual's request to change and/or refuse care. • Takes the patient's preferences into consideration when providing care. • Understands emergency procedures and plans and lines of communication to maximize effectiveness in a crisis situation. • Accesses, maintains and uses emergency equipment and supplies. • Takes appropriate actions in situations that compromise patient safety and well-being. • Identifies appropriate criteria for evaluation of expected outcomes of care. • Evaluates the effectiveness of the patient's response to prescribed treatments, interventions and health education in collaboration with the patient and other health care team members. (Beginning RNs seek guidance and advice from experienced RNs). • Reflects on patient feedback on the evaluation of nursing care and health service delivery. • Checks patients' 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 patient's or group's abilities. • Participates in health education, and ensures that the patient understands relevant information related to their health care. • Educates patient to maintain and promote health.
<p>Interpersonal Relationships Establishes effective therapeutic communication with patients, and interpersonal communication and documentation with other health professionals.</p>	<ul style="list-style-type: none"> • Initiates, maintains and concludes therapeutic interpersonal interactions with patients. • Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for patients with mental health needs. • Utilises effective interviewing and counselling skills in interactions with patients. • Demonstrates respect, empathy and interest in patient. • Establishes rapport and trust with the patient. • Undertakes nursing care that ensures patients receive and understand relevant and current information concerning their health care that contributes to informed choice. • Implements nursing care in a manner that facilitates the independence, self-esteem and safety of the patient and an understanding of therapeutic and partnership principles.

	<ul style="list-style-type: none"> • Recognises and supports the personal resourcefulness of people with mental and/or physical illness. • Acknowledges family/whanau perspectives and supports their participation in services. • Uses a variety of effective communication techniques. • Employs appropriate language to context. • Provides adequate time for discussion. • Endeavours to establish alternative communication methods when patients are unable to verbalise. • Accesses an interpreter when appropriate. • Discussions concerning patients are restricted to settings, learning situations and or relevant members of the health care team.
<p>Interprofessional Health Care & Quality Improvement Evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team.</p>	<ul style="list-style-type: none"> • Promotes a nursing perspective and contribution 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 patient and other health team members to develop and plan of care. • Maintains and documents information necessary for continuity of patient care and recovery. • Develops a discharge plan and follow up care in consultation with the patient and other members of the health care team. • Makes appropriate formal referrals to other health care team members and other health related sectors for patients who require consultation. • Contributes to the co-ordination of care to maximise health outcomes for the patient. • Collaborates, consults with and provides accurate information to the patient and other health professionals about the prescribed interventions or treatments. • Demonstrates a comprehensive knowledge of community services and resources and actively supports patients to use them. • Reviews policies, processes, procedures based on relevant research. • Recognises and identifies researchable practice issues and refers them to appropriate people.
<p>Maintains Professional Development</p>	<ul style="list-style-type: none"> • Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care. • Identifies one's own level of competence and seeks assistance and knowledge as necessary. • Determines the level of care required by individual patients. • Accesses advice, assistance, debriefing and direction as necessary. • 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. • Demonstrates personal commitment to the Professional Development and Recognition Programme (PDRP)
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Displays commitment through actively supporting all health and safety initiatives. • Ensures all staff maintain adequate safety standards on the job through consultation, training and supervision.

	<ul style="list-style-type: none"> • Ensures own and others safety at all times. • Complies with policies, procedures and safe systems of work. • Reports all incidents/accidents, including near misses in a timely fashion. • Is involved in health and safety through participation and consultation.
Treaty of Waitangi	<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 socioeconomic status of Maori and non-Maori. • Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. • Service activity, development and implementation is undertaken in accordance with the provisions of the Treaty of Waitangi – partnership, protection and participation. • Consultation is undertaken with appropriate Maori communities.

Competencies required for role

Interpersonal Skills:

- Personable and friendly, relates well to most people.
- Builds an effective level of rapport with people within a short period of time.
- Reads situations effectively, and tailors their responses to reflect the needs of the situation.
- Effectively communicates in situations requiring tact and diplomacy.
- Able to communicate complex and involved (e.g. technical, medical) ideas to others.
- Able to identify and proactively manage tension between people.
- Able to influence individuals or small groups of people in relation to straightforward/non-contentious issues.
- Uses several techniques to persuade people and obtain buy-in.

Written Communication Skills:

- Has sound written communication skills e.g. patient documentation, formal referrals
- Able to communicate in writing with people with a wide range of backgrounds (e.g. team members, internal groups, patients/clients, etc).
- Pitch, style, tone and couching of message is appropriate for context and purpose required (although may have occasional uncertainties).
- A good range of specialist terminology in their own and related health fields.
- Scope of written documentation can cover several complex topics, within the same field.

Fit with HVDHB Values:

- Has a positive attitude towards working with community groups, other providers and agencies.
- Is aware that own actions reflect on employing organisation, and interacts with others (e.g. team members, patients/clients, community) accordingly.
- Is positive about demonstrating respect for other staff, clients and community group members.
- Respects the rights of individuals.
- Understands the need for confidentiality, and is prepared to keep information (e.g. about clients and/or staff) confidential.
- Is positive about caring for colleagues and the community.
- Is positive about working in a team environment.
- Is positive about focusing on safety issues at work.
- Understands the basis of the Treaty of Waitangi.
- Knows the principles of the Treaty of Waitangi.
- Has a positive attitude towards Maori issues.

Excellence Focus:

- Sets challenging goals and targets for themselves.
- Is self-motivated to achieve goals and objectives.
- Works to improve own efficiency, and monitors own performance to identify areas for improvement.
- Has a sound level of insight into own strengths and weaknesses, and is committed to addressing areas of weakness.
- Adapts easily to changes at work.
- Proactively manages conflicting demands on time.
- Able to be assertive and stand firm on issues when appropriate.
- Able to cope with situations that involve emotional strain.

Problem-Solving:

- Able to make sense of a wide range of information.
- Is logical when thinking through issues.
- Able to critically evaluate the pros and cons of alternative solutions.
- Solutions and judgements are supported by reasoned analysis and take into account causes and consequences. Comes up with some innovative solutions.
- Able to interpret general policies and guidelines to new situations.
- Thinks reasonably quickly on their feet, able to counter most objections (although may be thrown by particularly 'off the wall' comments).
- Considers the wider implications of their actions and decisions. Balances taking a short and medium-term perspective.

Professional and Technical Expertise:

- Registered Nurse with a current Annual Practicing Certificate
- Recent experience in relevant clinical setting as required
- Has required technical skills, certification or credentials e.g. IV, PCA
- Competent using computer.
- Is prepared to and has the ability to learn new web based clinical applications e.g. IBA, Concerto, required for the role. Undertakes training if required

Date Effective:

Manager's Signature:

Employee's signature:
