

## *Position Description: Registered Nurse ICU*

Business area: Clinical: Registered Nurse, Intensive Care Unit (ICU)

FTE: As per Conditions of Employment

Reports to: Charge Nurse

### *Position Objective:*

- *To be professionally accountable for quality nursing management of patients.*
- *To facilitate the functioning of an environment conducive to patient and staff safety and wellbeing.*
- *To support the business objectives of the organization.*

### *Functional Relationships:*

<b>Internal:</b>	<b>External:</b>
<ul style="list-style-type: none"> <li>• Charge Nurses</li> <li>• All Nursing Staff</li> <li>• Nursing Coordinators</li> <li>• Patient Care Manger</li> <li>• Nurse Educators</li> <li>• Quality Manager/Coordinator</li> <li>• Infection Prevention Coordinator</li> <li>• All other St George's staff</li> </ul>	<ul style="list-style-type: none"> <li>• Intensivists</li> <li>• Clinicians</li> <li>• Allied Health Professionals</li> <li>• Patients and Support persons</li> </ul>



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### *Key Areas of Accountability:*

<b>Area of Accountability</b>	<b>Expected Results</b>
<p><b>Professional Practice</b></p> <p>To ensure a safe clinical environment for patients, staff and visitors</p>	<ul style="list-style-type: none"> <li>• Provides nursing care in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct.</li> <li>• Takes responsibility for maintaining advanced skills, knowledge and competencies (in critical care nursing) as per hospital policies and procedures.</li> <li>• Provides, facilitates, advocates and evaluates nursing care that is evidence-based and is responsive to patient needs.</li> <li>• Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation.</li> <li>• Ensures appropriate communication of patient health assessment information and articulates recommendations regarding interventions.</li> <li>• Demonstrates competency in implementing emergency procedures and maintains a safe and secure patient care and work environment.</li> <li>• Respects privacy, confidentiality of patients, staff and clinicians.</li> <li>• Demonstrates accountability for directing and evaluating nursing care that is provided by enrolled nurses, assistants and others.</li> <li>• Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook, Digital medical record (DMR), and the relevant Patient Management Systems).</li> <li>• Promotes the profession of nursing and presents a positive professional image.</li> </ul>
<p><b>Interpersonal Relationships/Leadership and Teamwork</b></p> <p>To ensure effective teamwork and contribute to the achievement of St George's vision and strategic plan</p> <p>To communicate effectively with patients, colleagues, other health professionals and the public.</p>	<ul style="list-style-type: none"> <li>• Maintains approachability and an open, effective communication style.</li> <li>• Models St George's Hospital vision, values and goals.</li> <li>• Respects lines of authority and uses proper channels of communication.</li> <li>• Demonstrates respect and integrity at all times.</li> <li>• Is open and receptive to feedback.</li> <li>• Establishes a trusting relationship with colleagues, clinicians, patients and whanau.</li> <li>• Collaborates effectively across the multi-disciplinary team.</li> <li>• Displays a good team spirit and adopts a positive, flexible approach to work.</li> <li>• Empathises with others.</li> <li>• Demonstrates the ability to work independently and as part of a team.</li> <li>• Creates opportunities to network internally and externally.</li> <li>• Reinforces patient/client focus through education, practice, policies and/or procedures.</li> <li>• Responds to the changing needs of patients/client groups and appropriately plans care.</li> <li>• Creates a culture of patient/client focus through person-centered care.</li> <li>• Communicates information effectively, both orally and in writing and adjusts language and style to the recipients needs.</li> </ul>



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Area of Accountability	Expected Results
<p><b>Quality Improvement</b></p>	<ul style="list-style-type: none"> <li>• Participates actively in quality improvement in work area.</li> <li>• Documents and reports incidents accurately in accordance with hospital policy.</li> <li>• Participates in the development/review of policies and procedures.</li> </ul>
<p><b>Professional Development</b></p>	<ul style="list-style-type: none"> <li>• Maintains and continuously updates professional portfolio.</li> <li>• Maintains own professional development and mandatory updates.</li> <li>• Identifies own learning requirements/deficits and develops a plan in conjunction with line manager.</li> <li>• Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures.</li> <li>• Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation.</li> <li>• Identifies own learning requirements/deficits and discusses development plan with Manager.</li> <li>• Maintains comprehensive knowledge of specialty equipment and therapeutic interventions in critical care and is able to think critically to problem solve and trouble-shoot.</li> <li>• Acts as a role model for nurses and is prepared to guide and teach any staff with whom she/he is working</li> <li>• Engages in clinical supervision and preceptorship or orientation of nursing staff, students and other members of the multidisciplinary team.</li> <li>• Identifies teaching needs and provides accurate information and education to patients, relatives and/or significant others.</li> </ul>
<p><b>Organisational Culture</b></p> <p>To support a strong and positive image of St George's within the community and with key internal and external stakeholders</p>	<ul style="list-style-type: none"> <li>• Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians).</li> <li>• Maintains confidentiality in respect to St George's operations, business, employees, clients and patients.</li> <li>• Adheres to St George's policies and procedures.</li> </ul>
<p><b>Cultural understanding of the Treaty of Waitangi</b></p> <p>To promote cultural awareness within St George's Hospital</p>	<ul style="list-style-type: none"> <li>• Understands and incorporates the principles of the Treaty of Waitangi and implications for clinical practice.</li> <li>• Collaborates with colleagues regarding the integration of the Treaty principles of partnership, protection and participation in practice.</li> <li>• Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori.</li> <li>• Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice.</li> </ul>



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<b>Health &amp; Safety</b> To ensure a safe working environment	<ul style="list-style-type: none"><li>• Ensures accidents and untoward incidents occurring in the department are reported.</li><li>• Accepts personal responsibility regarding occupational safety and health requirements.</li><li>• Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons.</li><li>• Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with the Health and Safety at work Act 2015</li><li>• Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers.</li><li>• Ensures compliance with hospital security requirements and is vigilant in all matters of security.</li><li>• Recognises safety hazards and initiates appropriate corrective actions.</li><li>• Attends fire and evacuation lectures and participates in drills as required.</li><li>• Participates in Health and Safety training as mandated by St George's from time to time.</li></ul>
<b>Other Duties</b> To undertake other duties as requested by the Patient Care/Hospital Manager.	<ul style="list-style-type: none"><li>• Undertakes other duties as requested from time to time</li><li>• Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.</li></ul>



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### *Qualifications, Experience and Personal Qualities*

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"><li>Registered Nurse</li><li>Holds a current practicing certificate</li></ul>	Post-registration qualification in: <ul style="list-style-type: none"><li>Intensive / Critical Care nursing</li><li>Cardiac nursing</li></ul>
<b>Experience &amp; Knowledge</b>	<ul style="list-style-type: none"><li>Minimum 12 months current ICU experience</li></ul>	Experience in cardiac ICU nursing Experience in cardiothoracic nursing

*Agreed by:*

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Employee

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Hospital Manager