

POSITION DESCRIPTION

Position Title	Registered Nurse Operating Theatre (New Graduates)
Date Reviewed:	April 2020
Business area:	Operating Theatres
FTE:	As per Conditions of Employment
Reports to:	Operating Theatre Manager
Approved by:	Hospital Manager
Next Review Due:	April 2023

Position Objective

To provide quality peri-operative care to patients entering the peri-operative continuum and to facilitate the functioning of an environment conducive to patient and staff safety and well being

Functional Relationships

Internal:	External:
<ul style="list-style-type: none">• Operating Theatre Manager• Nurse Specialists• Charge Nurses• Hospital Manager• Nursing Coordinators• Patient Care Manger• Nurse Educator• Infection Control Nurse• Other Nursing Staff• Anaesthetic Technicians• All other St George's staff	<ul style="list-style-type: none">• Medical staff• Allied Health Professionals• Patients and Support persons• Company Representatives

Key Areas of Accountability

Area of Accountability	Expected Results
<p>Professional Practice To assume responsibility for the management and total care of allocated patients.</p>	<ul style="list-style-type: none"> • Practices in accordance with legal, ethical, culturally safe and professional nursing standards including St George’s policies and procedures. • Promotes the profession of nursing and presents a positive professional image. • Achieves and maintains mandatory updates, as per St Georges Hospital requirements. • Applies the nursing process as the theoretical framework for patient care • Maintains confidentiality, privacy and dignity surrounding the patient’s admission and treatment at all times. • Conducts systematic, ongoing assessment of the patient’s health status throughout the intra-operative experience, formulating and modifying nursing diagnoses and care accordingly and communicating with intraoperative team. • Demonstrates a comprehensive knowledge of Infection Control practices and complies with policy requirements. • Recognises when special isolation precautions and/or precautions are required (as per organisation’s policy) and uses these correctly • Is familiar with the use and storage of drugs commonly used within the area and demonstrates the ability to access relevant pharmaceutical information. • Develops a sound knowledge of the safe use and maintenance of departmental equipment within the specialty area/s the registered nurse has been oriented to. • Develops direction and delegation skills to supervise and assist the practice of Enrolled Nurse, Hospital Aides, and nursing students. • Implements a care plan based on individual patient assessment, current accepted best practice and evaluation of peri-operative needs and medical orders. • Demonstrates a helpful and courteous attitude that encompasses Tiriti o Waitangi principles and cultural safety. • Involves patient, whanau / family and significant others in implementing cares as and when appropriate or possible. • Develops the ability to recognise and establish priorities for patient care. • Utilises assessment skills to identify alterations in patient needs/condition, and initiate interventions as appropriate. • Demonstrates an understanding of the importance of monitoring patient observations and reporting deterioration in patient condition immediately. • Accurately documents and evaluates patient care; completing relevant documentation. • Understands procedural guidelines for managing critical events e.g. respiratory, cardiac arrest, anaphylaxis • Ensures safety of the unconscious patient is not compromised. • Ensures terminal sterilisation or chemical disinfection is carried out as soon as practicable. • Ensures the requirements of sterile field and aseptic technique are recognised and adhered to. • Understands and ensures compliance with the requirements relating to medication administration, reconciliation, custody and storage. • Ensures patients are aware of their rights and responsibilities.

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	<ul style="list-style-type: none"> • Observes patients' rights to confidentiality and privacy. • Ensures that patient records provide an accurate and full account of care given to meet medico-legal requirements.
<p>Interpersonal Relationships/Teamwork To ensure effective teamwork and contribute to the achievement of St George's vision and strategic plan To communicate effectively with patients, colleagues, other health professionals and the public.</p>	<ul style="list-style-type: none"> • Establishes, maintains and concludes therapeutic interpersonal relationships with client. • Practises nursing in a negotiated partnership with the client where and when possible. • Ensure effective communication, in all circumstances, with the client, between all members of the multi disciplinary team, other hospital departments, external agencies, relatives and visitors. • Recognises and respects individual differences. • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference • Recognises, values the roles and skills of all members of the health care team and works collaboratively in the delivery of care. • Contributes positively to the goals of the team and the organization and accepts consensus decisions. • Fosters co-operation across clinical and administrative groups • Empathises with others and considers their feelings. • Displays a good team spirit and adopts a positive approach to work. • Demonstrates the ability to work towards independently functioning at competent nurse level, with the capacity to work as part of a team. • Creates opportunities to network internally and externally. • Interprets and adheres to lines of authority and uses proper channels of communication. • Accepts and effects constructive change and/or feedback. • Attends and participates in staff meetings as directed.
<p>Professional Development To maintain a high level of professional development</p>	<ul style="list-style-type: none"> • Completes all educational and professional requirements of the Net P programme including applicable HealthLearn courses, attending Net P study days and completing all associated assignment work. • Develops a professional portfolio and submits it for competent level on the PDRP at the end of the Net P year • Maintains own professional development and mandatory training. • Identifies own learning requirements/deficits and develops goals in conjunction with charge nurse/department co-ordinator to progress to a competent registered nurse in the theatre environment. Successfully completes the intravenous certification for theatre nurses on HealthLearn Develops a competent knowledge of supporting equipment in specialty area and is able to trouble shoot. • Identifies teaching needs and provide accurate information and education to patients, relatives and/or significant others. • Participates in own Performance Planning and review.
<p>Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement</p>	<ul style="list-style-type: none"> • Develops an interest in quality improvement activities to monitor and improve standards of nursing. • Participates in and evaluates audit and uses outcome to improve service provision. • Participates in the development of written standards. • Participates in the maintenance of the QHNZ Accreditation status. • Documents accidents and incidents accurately in accordance with

Area of Accountability	Expected Results
	Hospital policy
<p>Organisational Culture 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"> • Develops positive working relationships within the department and with departmental “Users”. • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for a “customer focus”. • Assists in facilitating positive inter-departmental relationships. • Maintains confidentiality in respect to St George’s operations, business, employees, clients and patients. • Models St George’s values and adheres to St George’s policies and procedures.
<p>Cultural understanding of the Tiriti o Waitangi To work within the Tiriti o waitangi to improve service delivery to Maori and their whanau at George’s Hospital</p>	<ul style="list-style-type: none"> • Understands and has knowledge of the Tiriti o Waitangi and the implications for nursing and caring for Maori patients and their whanau • Demonstrates an awareness of cultural differences and obligations relating to the Tiriti o Waitangi • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve health outcomes for Maori
<p>Cultural Safety To promote cultural awareness within St George’s Hospital</p>	<ul style="list-style-type: none"> • Practices in a way that respects each patient’s identity and right to hold personal beliefs, values and goals • Consults with members of cultural and other groups as requested and approved by the patient • Recognised the impact of nursing care in relation to the clients age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability
<p>Health & Safety To ensure a safe working environment</p>	<ul style="list-style-type: none"> • Accepts personal responsibility regarding occupational safety and health requirements. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Recognises safety hazards and initiate appropriate corrective actions • Attends fire and evacuation lectures and participate in drills as required
<p>Organisational effectiveness To contributes to the cost effectiveness and changing needs of the hospital business</p>	<ul style="list-style-type: none"> • Sets appropriate priorities for workload. • Monitors stock supplies and refers to person responsible for re-ordering. • Participates in the departments ongoing maintenance programme. • Looks for ways and means to actively and effectively promote cost effectiveness. • Completes patient charging records accurately. • Participates in the development of patient pathways that support effective and timely care and improve the patient experience. • Accurately completes patient charging records.
<p>Other Duties To undertake other duties as requested by the Operating Theatre Manager from time to time</p>	<ul style="list-style-type: none"> • Performs such duties in a timely, accurate manner and in accordance with St George’s Hospital policies and procedures.

Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered Nurse Holds a current practicing certificate 	
Experience & Knowledge		
Personal Attributes	<ul style="list-style-type: none"> Ability to perform effectively in stressful and emergency situations 	

Agreed by:

Signed: _____
(Employee)

Date: _____

Signed: _____
(Hospital Manager)

Date: _____