

POSITION DESCRIPTION

Position Title	Registered Nurse Operating Theatre (New Graduates)
Date Reviewed:	August 2022
Business area:	Operating Theatres
FTE:	As per Conditions of Employment
Reports to:	Perioperative Services 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">• Perioperative Services Manager• Operating Theatre Coordinator• Clinical Nurse Specialists• Anaesthetic Technicians• Charge Nurses• Hospital Manager• Patient Care Manger• Nursing Coordinators• Nurse Educator• Infection Prevention and Control Coordinator• Other Nursing Staff• All other St George's staff	<ul style="list-style-type: none">• Clinicians• Allied Health Professionals• Patients and Support persons• Company Representatives

Key Areas of Accountability

Area of Accountability	Expected Results
<p>Professional Practice</p> <p>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. • 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 Te 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. • Ensures that patient records provide an accurate and full account of care given to meet medico-legal requirements. • 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. • Observes patients’ rights to confidentiality and privacy.

Area of Accountability	Expected Results
<p>Interpersonal Relationships/Teamwork</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"> • Establishes, maintains and concludes therapeutic interpersonal relationships with client. • Practises nursing in a negotiated partnership with the client where and when possible. • Ensures 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 organisation 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</p> <p>To maintain a high level of professional development</p>	<ul style="list-style-type: none"> • Completes all educational and professional requirements of the NetP programme including applicable HealthLearn courses, attending NetP 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 NetP year • Maintains own professional development and mandatory training. • Identifies own learning requirements/deficits and develops goals in conjunction with charge nurse/department coordinator 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</p> <p>To maintain a high level of quality improvement</p>	<p>Develops an interest in quality improvement activities to monitor and improve standards of nursing.</p> <ul style="list-style-type: none"> • Participates in and evaluates audit and uses outcome to improve service provision. • Participates in the development of written standards. • Participates in the maintenance of Ministry of Health Certification status. • Documents accidents and incidents accurately in accordance with Hospital policy
<p>Organisational Culture</p>	<ul style="list-style-type: none"> • Develops positive working relationships within the department and with departmental “Users”.

Area of Accountability	Expected Results
To support a strong and positive image of St George's within the community and with key internal and external stakeholders	<ul style="list-style-type: none"> • Understands and promotes the concept of internal and external customers (eg 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 Te Tiriti o Waitangi</p> <p>To work within the Te Tiriti o waitangi to improve service delivery to Māori and their whanau at George's Hospital</p>	<ul style="list-style-type: none"> • Understands and has knowledge of the Te Tiriti o Waitangi and the implications for nursing and caring for Māori patients and their whanau • Demonstrates an awareness of cultural differences and obligations relating to the Te Tiriti o Waitangi • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve health outcomes for Māori
<p>Cultural Safety</p> <p>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 • Recognises the impact of nursing care in relation to the clients age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability
<p>Health & Safety</p> <p>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</p> <p>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</p> <p>To undertake other duties as requested by the Perioperative Services 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 NurseHolds 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: _____