

Position Description: Registered Nurse

Business area:	Clinical – Registered Nurse, Preassessment and Admission Unit (Surgical Wards)
FTE:	As per Conditions of Employment
Reports to:	Charge Nurse



Our Purpose

Our Mission :

Excellence in health care within a culture of caring

Our Vision :

To be an innovative centre of excellence, where people choose to receive health care and people love to work.

Our Values:

Four core values:

- Do the Right Thing
- Aim for Excellence
- Caring for All
- Work Better Together

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:

Internal:	External:
• Hospital Manager • Front of House Services Manager • Ward Services Manager • Theatre Manager • Theatre Services Manager • Charge Nurses • Nursing Coordinators • Nurse Educators • Other Nursing Staff • Infection Prevention and Control Nurse • All other St George's Hospital staff	• Clinicians and their staff • Allied Health Professionals • Patients and Support persons / whānau • Visitors • Contractors

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Key Areas of Accountability:

Area of Accountability	Expected Results
Professional Practice	- Provides nursing care in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct. - Takes responsibility for maintaining skills, knowledge and competencies as per hospital policies and procedures. - Provides, facilitates, advocates and evaluates nursing care that is evidence-based and is responsive to patient needs. - Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation. - Ensures appropriate communication of patient health assessment information and articulates recommendations regarding interventions. - Demonstrates competency in implementing emergency procedures and maintains a safe and secure patient care and work environment. - Respects privacy, confidentiality of patients, staff and consultants. - Demonstrates accountability for directing and evaluating nursing care that is provided by enrolled nurses, assistants and others. - Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook and the relevant Patient Management Systems). - Promotes the profession of nursing and presents a positive professional image.
Interpersonal Relationships/Leadership and Teamwork	- Maintains approachability and an open, effective communication style. - Models St George's Hospital vision, values and goals. - Respects lines of authority and uses proper channels of communication. - Is open and receptive to feedback. - Establishes collaborative networks across teams for mutual benefit. - Collaborates with peers to achieve strategic goals. - Reinforces patient/client focus through education, practice, policies and/or procedures. - Recognises individual efforts in excellent patient/client focus. - Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need. - Empowers others to take action to resolve patient/client issues promptly. - Creates a culture of patient/client focus through person-centered care. - Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.
Quality Improvement	- Participates actively in quality improvement activities by planning, implementing and evaluating improvements. - Initiates, participates in design and evaluates audits and applies outcomes to improve service provision. - Participates actively in Ministry of Health Certification process. - Documents and reports incidents accurately in accordance with hospital policy. - Participates actively in the development/review of policies and procedures.
Professional Development	- Maintains and continuously updates professional portfolio. - Maintains own professional development and mandatory updates. - Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation. - Identifies own learning requirements/deficits and develops a plan in conjunction with line manager. - Demonstrates and facilitates contemporary knowledge and skills. - Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures.

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	- Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation. - Identifies own learning requirements/deficits and discusses development plan with Manager. - Attends CPR updates and familiarises self with emergency equipment. - Attends relevant study days and in-service education. - Fosters an environment conducive to learning, enquiry and research. - Participates in approved research programmes as requested.
Organisational Culture	- Fosters co-operation across the organisation. - Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians). - Maintains confidentiality in respect to St George's operations, business, employees, clients and patients. - Adheres to St George's policies and procedures.
Te Tiriti o Waitangi	- Understands and has knowledge of the Te Tiriti o Waitangi and its implications for health. - Collaborates with colleagues regarding the integration of Te Tiriti principles of partnership, protection and participation in practice. - Displays a willingness to work positively with organisational strategies to improve outcomes for Māori.
Cultural Safety	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
Health & Safety	- Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with legislated Health and Safety at Work requirements. - Cooperates with any reasonable policy or procedure relating to health or safety at the workplace. - Ensures compliance with hospital security requirements and is vigilant in all matters of security. - Participates in Health and Safety training as required by St George's.
Other Duties	- Undertakes other duties as requested from time to time. - 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	- Registered Nurse - Holds a current practicing certificate	Knowledge and experience caring for patients with spinal injuries
Experience & Knowledge		Minimum 3 years surgical experience
Personal Attributes	- Shows respect for people - Uses initiative - Is proactive and innovative - Is an effective communicator - Is caring and friendly	

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Agreed by:

Signed: _____ **Date:** _____
Employee

Signed:  _____
Hospital Manager