

Position Description: Registered Nurse ICU

Business area: Clinical: Registered Nurse, Intensive Care Unit (ICU)
 FTE: As per Conditions of Employment
 Reports to: Charge Nurse

OUR VISION

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

OUR GUIDING VALUES



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:
<ul style="list-style-type: none"> • Hospital Manager • Patient Care Manager • Perioperative Services Manager • Charge Nurses • All Nursing Staff • Nursing Co-ordinators • Nurse Educators • Infection Prevention and Control Nurse • All other St George's Hospital staff 	<ul style="list-style-type: none"> • Intensivists • Clinicians • Allied Health Professionals • Patients and Support persons



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Key Areas of Accountability:

Area of Accountability	Expected Results
<p>Professional Practicet To ensure a safe clinical environment for patients, staff and visitors</p>	<ul style="list-style-type: none"> • 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). <p>Promotes the profession of nursing and presents a positive professional image.</p>
<p>Interpersonal Relationships/Leadership and 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"> • 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.
<p>Quality Improvement</p>	<ul style="list-style-type: none"> • 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.



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	<ul style="list-style-type: none"> • Participates actively in Ministry of Health Certification and Accreditation process. • Documents and reports incidents accurately in accordance with hospital policy. • Participates actively in the development/review of policies and procedures.
Professional Development	<ul style="list-style-type: none"> • 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. • 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 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"> • 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.
Cultural safety and Te Tiriti o Waitangi To promote cultural awareness within St George's Hospital	<ul style="list-style-type: none"> • 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. • 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	<ul style="list-style-type: none"> • 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.



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	<ul style="list-style-type: none"> • 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.
<p>Other Duties</p> <p>To undertake other duties as requested by the Patient Care/Hospital Manager.</p>	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Registered Nurse • Holds a current practicing certificate 	Post-registration qualification in: <ul style="list-style-type: none"> • Intensive / Critical Care nursing • Cardiac nursing
Experience & Knowledge	<ul style="list-style-type: none"> • Minimum 12 months current ICU experience 	<ul style="list-style-type: none"> • Experience in cardiac ICU nursing • Experience in cardiothoracic nursing
Personal Attributes	<ul style="list-style-type: none"> • Shows respect for people • Uses initiative • Is proactive and innovative • Is an effective communicator • Is caring and friendly 	

Agreed by:

Signed: _____ **Date:** _____
Employee

Signed: _____ **Date:** _____
Hospital Manager