

POSITION DESCRIPTION

Position Title	Registered Nurse Operating Theatre
Business area:	Operating Theatres
FTE:	As per Conditions of Employment
Reports to:	Theatre Manager
Approved by:	Hospital Manager

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:
• 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	• Medical staff • Allied Health Professionals • Patients and Support persons • Company Representatives

Key Areas of Accountability

Area of Accountability	Expected Results
Professional Practice To assume responsibility for the management and nursing care of allocated patients.	• 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. • Maintains all core competencies. • 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. • Displays a sound knowledge of the safe use and maintenance of all departmental equipment within the specialty area/s the registered nurse has been oriented to. • Supervises and assists the practice of Enrolled Nurse, Hospital Aides, and students. • Implements a care plan based on individual assessment, current accepted practice and evaluation of peri-operative needs and medical orders. • Demonstrates a helpful and courteous attitude that encompasses cultural safety. • Involves patient, family and significant others in implementing cares as and when appropriate or possible. • Demonstrate the ability to 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 significant alterations in patient condition immediately. • Assesses the outcome of patient care and takes appropriate action. • Accurately documents and evaluates patient care; completing relevant documentation. • Functions effectively in the role of peri-operative nurse. • Ensures absolute familiarity with the procedure for managing critical events e.g. respiratory or cardiac arrest • 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.

Area of Accountability	Expected Results
	• Ensures patients are aware of their rights and responsibilities. • Promotes the rights of patients. • Supports the patient in their decision making. • 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.
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.	• 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 adopt a positive approach to work. • Demonstrates the ability to work independently but 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 use proper channels of communication. • Accepts and effects constructive change and/or criticism. • Attends and participates in staff meetings as directed.
Professional Development To maintain a high level of professional development	• Understands and has knowledge of nursing professional development issues. • Maintains and continuously updates professional portfolio. • Maintains own professional development and mandatory training. • Demonstrates a commitment to participating in continuing post basic education and acquisition of further knowledge, skills, and credentials. • Identifies own learning requirements/deficits and develop a plan in conjunction with charge nurse/department coordinator to redress these • Completes the intravenous certification process (written and practical) to an acceptable standard • Fosters an environment conducive to learning, enquiry and research. • Maintains an excellent knowledge of supporting equipment in specialty area and is able to trouble shoot. • Engages in orientation of new staff, and the ongoing education of all staff appropriate to their level of knowledge and experience. • Identifies teaching needs and provide accurate information and education to patients, relatives and/or significant others. • Ensures staff performance and development is undertaken according to hospital policy. • Acts as a role model for nurses and other departmental staff

Area of Accountability	Expected Results
Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement	• Participates in Performance Planning and review. • Participates actively in quality improvement activities to monitor and improve standards of nursing. • Identifies research priorities, critically analyses, disseminates and integrates nursing and other evidence into the area of clinical practice and specialty. • Initiates, participates in and evaluates audit and uses outcome to improve service provision. • Participates in the development of written standards. • Participates actively in the maintenance of the QHNZ Accreditation status. • Documents accidents and incidents accurately in accordance with Hospital policy.
Organisational Culture To support a strong and positive image of St George's within the community and with key internal and external stakeholders	• Promotes harmonious 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.
Cultural understanding of the Treaty of Waitangi To promote cultural awareness within St George's Hospital	• Understands and has knowledge of the Treaty of Waitangi and the implications in nursing and research practice • Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to the Treaty of Waitangi. • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori. • Respects diversity of cultural and religious beliefs amongst staff and patients.
Health & Safety To ensure a safe working environment	• In conjunction with relevant personnel accepts responsibility for hazard identification, review of hazards in the area. • Ensures accidents and untoward incidents occurring in the department are reported. • Takes reasonable care for personal health and safety. • Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons. • 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. • Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Recognises safety hazards and initiates appropriate corrective actions. Participates in Health and Safety and infection control training as mandated by St George's from time to time.
Organisational effectiveness	• Sets appropriate priorities for workload. • Monitors stock supplies and refers to person responsible for re-ordering.

Area of Accountability	Expected Results
To contribute to the cost effectiveness and changing needs of the hospital business	• Participates in the departments ongoing maintenance programme. • Looks for ways and means to actively and effectively promote cost effectiveness. • Completes patient charging records accurately. • Maintains an overview of patient activity and prioritises clinical workload according to the consultant's requirements. • Participates in the development of patient pathways that support effective and timely care, and improve the patient experience.
Other Duties To undertake other duties as requested by the Operating Theatre Manager 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	
Experience & Knowledge	• Specialty knowledge and practice expertise	
Personal Attributes	• Ability to perform effectively in stressful and emergency situations	

Agreed by:

Signed: _____
(Employee)

Date: _____

Signed: _____
(Hospital Manager)

Date: _____