

POSITION DESCRIPTION

Position Title	Registered Nurse P.A.C.U. (OT Recovery)
Date Reviewed:	March 2023
Business area:	Operating Theatre
FTE:	As per Conditions of Employment
Reports to:	Charge Nurse
Approved by:	Hospital Manager



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 well being.
- To support the business objectives of the organisation.

Functional Relationships

Internal:	External:
<ul style="list-style-type: none">• Charge Nurses• Theater Services Manager• Other Nursing Staff• Hospital Manager• Nurse specialists• Hospital Coordinators• Patient Care Manager• Nurse Educators• Operating Theatre Manager• Operating Theatre Coordinator• Perioperative Services Manager• Infection Prevention and Control Coordinator• All other St George's staff	<ul style="list-style-type: none">• Clinicians• Allied Health Professionals• Patients and Support persons

Key Areas of Accountability

Area of Accountability	Expected Results
<p>Professional Practice</p> <p>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 advanced skills, knowledge and competencies (in P.A.C.U. nursing) 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.
<p>Interpersonal Relationships/Teamwork</p> <p>To ensure effective teamwork and contribute to the achievement of St George's Hospital 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"> • 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>Professional Development</p> <p>To maintain a high level of professional development</p>	<ul style="list-style-type: none"> • 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.

Area of Accountability	Expected Results
	<ul style="list-style-type: none"> 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 Participates in 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"> Participates actively in quality improvement activities to monitor and improve standards of nursing. Initiates, participates in and evaluates audits and uses outcomes to improve service provision. Participates actively in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification and QHNZ Accreditation process status. Documents and reports accidents and incidents accurately in accordance with Hospital policy. Supports continuous quality improvement.
<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"> Promotes harmonious working relationships within the hospital, local and national critical care providers and critical care consumers. 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 safety and Te Tiriti o Waitangi To promote cultural awareness within St George's Hospital</p>	<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
<p>Health & Safety To ensure a safe working environment</p>	<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 Co-operates 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>Organisational effectiveness</p>	<ul style="list-style-type: none"> Looks for ways and means to actively and effectively promote cost effectiveness. Accurately completes cost accounting documents as appropriate.

Area of Accountability	Expected Results
To contribute to the cost effectiveness and changing needs of the hospital business	<ul style="list-style-type: none"> • Identifies appropriate priorities for workload. • Monitors stock supplies and orders appropriately. • Participates in the department's ongoing maintenance programme. •
Other Duties To undertake other duties as requested by the Operating Theatre Manager.	<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 	<ul style="list-style-type: none"> •
Experience & Knowledge	<ul style="list-style-type: none"> • Minimum 2 PACU experience 	<ul style="list-style-type: none"> •
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 	<ul style="list-style-type: none"> •

Signed: _____
(Employee)

Date: _____

Signed: _____
(Hospital Manager)

Date: _____