



Registered Nurse Enliven

Presbyterian Support Central



Presbyterian Support
Central

enliven

Role specification

Role Title

Registered Nurse

Business Unit

Enliven Residential

Location

Enliven Home

Reports to

Clinical Nurse Manager

Direct Reports

Nil

Purpose of the role

This is a “hands on” clinical role to provide safe, cost effective and high-quality support to residents in accordance with the evidence based practice, professional and organisational standards.

A registered nurse provides support for residents to retain a sense of wellbeing; to maintain as much independence and autonomy as possible in a way that promotes the Eden principles and the Domains of Wellbeing.

The Registered Nurse works in line with the RN scope of practice as set out by the Nursing Council Of New Zealand

Organisational overview

At Enliven, we value age. We create age-friendly communities where people can be happy and thrive, regardless of their age or ability. As well as providing practical day-to-day support and quality clinical care, we take into account the physical, social, emotional and cultural needs of each person we support. Our homes and villages are places where older people have companionship, choice, variety, fun, meaningful activity and a sense of purpose.

Enliven offers a range of positive ageing services and a full continuum of care for older people including independent retirement living, vibrant and welcoming rest homes, specialist hospital and dementia care, engaging day programmes, short-term respite and health recovery care. Enliven homes and villages can be found in Taranaki, Whanganui, Manawatu, Horowhenua, Wairarapa and throughout the greater Wellington region.



Enliven along with Family Works, our social services for tamariki and whanau, are part of the not-for-profit organisation Presbyterian Support Central (PSC). PSC is a charity incorporated under the Charitable Trusts Act 1957. While we operate as a separate entity to the Presbyterian Church, our name is a celebration of our beginnings, our heritage and the values we share.

Key Accountabilities

Service delivery

- All service delivery is in line with Enliven philosophy, policies and procedures
- Supports resident independence within Eden philosophy
- Directs, delegates, monitors and evaluates the care and support provided by ENs and HCAs
- Ensures support of residents' needs, enhancing independence and promoting dignity and privacy
- Facilitates the provision of meaningful activity, companionship, and opportunities for residents to provide as well as receive care
- Undertakes daily visual checks of residents and assesses residents of concern with CC, other RNs and shift coordinators.
- Reads resident's progress notes and, using clinical judgement, recognises when action is required
- Maintains documentation which is logical, concise, comprehensive, accurate and one that meets legal requirements
- Communicates feedback and updates, incidents or issues with resident key contact or EPOA
- Demonstrates sound clinical knowledge, and takes responsibility to remain up to date with clinical practice

Resident oversight and shift accountability

- Undertakes comprehensive and accurate nursing assessments in line with Enliven policies and procedures
- Ensures that all residents have a current up to date support plan reflective of their current assessed needs.
- Undertakes regular monitoring and evaluation of residents' response to care delivery.
- Is accountable for ensuring that short term care plans are commenced and evaluated within designated timeframes
- Ensures all resident related clinical documentation is reviewed, updated and completed in the required timeframes
- Ensures ENs and HCAs understand the support plan and expected delivery of care requirements

Key worker

- Acts as key worker for allocated residents



- Ensures that assessments and reviews are accurate, timely and up to date
- Ensures the support plan is completed in consultation with the resident and family/whanau
- Demonstrates knowledge of residents preferences, personal routines, interests and social/cultural/spiritual activities
- Regularly undertakes full holistic assessment of allocated residents including but not limited to independence with activities of daily living, nutritional intake, skin integrity and cognitive ability

Quality improvement

- Actively promotes a culture of quality by role modelling best practice and continuous improvement
- Identifies clinical and organisational risk, reports the situation up to the CNM as required, and implements planned actions to ensure a safe environment for residents, families and staff
- Undertakes internal audits including QMP audits, identifies improvements and undertakes and communicates remedial actions
- Undertakes quality projects as requested by manager / CNM
- Actively contributes to clinical and staff meetings

Leadership

- Demonstrates initiative and leadership in care delivery
- Guides, mentors and orientates staff and student nurses
- Role model and coach staff by utilising opportunities to increase the knowledge and skill of others
- Contributes to staff appraisals, identifying opportunities for growth and development.
- Holds a speciality portfolio within the home, e.g. infection control, wound, palliation

Training and professional development

- Maintains a competent Enliven PDRP or higher
- Takes responsibility for attending mandatory training sessions
- Understands and actively promotes the Eden principles and the Domains of Wellbeing
- Takes responsibility to maintain current competencies at all times including but not limited medication, InterRAI, syringe driver competencies
- Maori cultural competency is demonstrated and is maintained

Effective and efficient management of resources including equipment and supplies

- Ensures equipment and supplies are used appropriately and economically and stored safely
- Ensures malfunctioning or unsafe equipment is isolated and repaired in a timely fashion
- Identifies and informs appropriate staff when supplies require reordering

Health, safety and wellbeing

- Support organisational health, safety and wellbeing initiatives



- Supports a culture of wellbeing at PSC
- Role model good health and safety practice and behaviours
- Report all hazards, incidents, accidents and near misses
- Supports managers and the organisation in remaining compliant to health and safety legislation

Core Competencies



Co-operation and Teamwork

- Actively participates in team meetings and decision-making in a positive manner; looks to advance both organisational goals and team goals.
- Is constructive in their criticism of team members; encourages others to do the same.
- Supports and helps other team members perform their tasks.
- Suggests ways to improve the way the team operates/works together.
- Works with other team members in a constructive and positive way.
- Develops constructive working relationships with other team members
- Shows an understanding of how one's own role directly or indirectly supports the work of the wider team



Commitment to Eden Philosophy

- Eden Principles and Domains of Wellbeing are included each year in the mandatory training cycle for all staff.
- Support the creation of a Human Habitat where life revolves around close and continuing contact with plants, animals and people of all ages
- Support residents to maintain loving companionship
- Support residents to give as well as receive care
- Support and encourage residents to maintain rituals and activities which are important to them as individuals and to find meaningful activities to undertake



Communication

- Has a warm, welcoming communication style – voice tone and approach is pleasant, positive and encouraging.
- Expresses themselves clearly and confidently in conversations – the thoughts, information and ideas stated are easily understood by others.
- Listens carefully – uses paraphrasing and other techniques to ensure they understand what others are saying.
- Demonstrates absolute discretion when dealing with issues of a sensitive or confidential nature.
- Demonstrates thoughtfulness, courtesy, openness and respect for colleagues and the clients of the organisation. Shows respect for others, demonstrates empathy.



- Acknowledges and converses with staff, clients and visitors; identifies and promptly responds appropriately to their needs.
- Adapts their approach to fit the situation they are in or the person they are with.
- Displays empathy and understanding consistent with the mission and values of the organisation when discussing and/or working with staff on issues and situations.



Taking Responsibility

- Is reliable - does what one says one will.
- Consistently performs tasks correctly - following set procedures and protocols.
- Perseveres with tasks and achieves objectives despite obstacles.
- Adjusts work style and approach to fit in with requirements.
- Is results focused and committed to making a difference.
- Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected



Quality and Innovation

- Sets high standards for self
- Constantly looks for innovative ways to achieve greater levels of efficiency, cost-effectiveness and growth.
- Provides quality service to those who rely on one's work.
- Looks for ways to improve work processes - suggests new ideas and approaches.
- Explores and trials ideas and suggestions for improvement made by others.
- Shows commitment to continuous learning and performance development.



Person Specification

Qualifications

- NZ Registered Nurse with current APC
- Relevant clinical experience in caring for the older adult
- InterRAI trained
- First aid and CPR trained
- Achieves Enliven Registered Nurse Competent PDRP

Experience

- Two years full time equivalent RN experience in aged care essential

Other

- Computer literate
- A high level of physical fitness is required as the job involves standing, walking, climbing stairs, stretching and bending.
- A high level of mental concentration is required.

Treaty of Waitangi

Presbyterian Support Central is committed to working in a multi-cultural way and affirms the place of Māori as Tangata Whenua and seeks to actively promote the spirit of equality and partnership inherent in the Treaty of Waitangi.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

I have read this job description and accept it.

Signed: Date:

Employee's Name: Date:



Office use only

Prepared by: (Name and Position) Date:

Approved by: (Name and Position) Date:

