

Position Description

Position Title:	Registered Nurse	Function/Division		Date:	August 2020
Position Reports To:		Section 2. Position Dimensions			
Primary Function (Why this role exists):	<ul style="list-style-type: none"> To provide safe, appropriate, quality patient/ family centered nursing care. 	Key Relationships - Internal		Key Relationships - External	
		<ul style="list-style-type: none"> Senior Management 		<ul style="list-style-type: none"> Patients and families 	
		<ul style="list-style-type: none"> All hospital staff 		<ul style="list-style-type: none"> Medical Specialists 	
Section 1. Decision Rights		Capability Level	This role operates at: Leading Self Leading Others Leading Leaders Leading the Organisation		
Owns	<ul style="list-style-type: none"> Clinical care within scope of practice, legislation and organisational policy, procedures and guidelines 				
Key Collaborations and Networks	<ul style="list-style-type: none"> Therapeutic relationships with patients are appropriate and support quality outcomes Communicates effectively with patients and their families Relationships with colleagues and Medical Specialists are maintained to ensure positive interaction and a collaborative team environment 	Position Impact	Number of direct reports:		
			Number of indirect reports:		
			Annual \$ Value of Sales/Revenue		
			Annual \$ Value of CAPEX/ OPEX or ASSETS		
			Other Key dimensions		
Section 3. Health, Safety and Wellbeing					



- All employees are responsible for complying with health and safety policies and procedures
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk
- You will identify report and self-manage hazards where appropriate
- Ensure that you complete early and accurate reporting of incidents at work. Have a knowledge and understanding of health and safety legislation, policies, standards and procedures

Section 4. Areas of Accountability:

Area of Accountability	Key Responsibilities
Capability	<ul style="list-style-type: none"> • Uses nursing knowledge and critical thinking to provide evidence-based care ensuring holistic assessment, comprehensive planning, skilled interventions and robust evaluation • Completes required documentation to a high standard – hard copy and electronic • Directs, monitors and evaluates care that is provided by enrolled nurses, healthcare assistants and others • Promotes a culturally sensitive environment that enables patient safety, independence, quality of life and health • Assists with other activities of a clinical or business nature that includes performing delegated tasks, being a team member in work activities and/or project management and action plans • Is a reflective practitioner both in practice and on practice
Relationship Management	<ul style="list-style-type: none"> • Therapeutic relationships with patients are appropriate and support quality outcomes • Communicates effectively with patients and their families • Relationships with colleagues and Medical Specialists are maintained to ensure positive interaction and a collaborative team environment
Safety Quality & Risk Management	<ul style="list-style-type: none"> • Ensures compliance with all legislation relating to nursing practice and ensure all staff work within the Southern Cross Healthcare Policies, Guidelines and Clinical Standards of Practice. E.g. Health & Disability Sector Services Standards • Action taken improves quality of care and practice (best practice, audit, corrective action) improves the standards of nursing practice.
Professional Development	<ul style="list-style-type: none"> • Actively plans and participates in the maintenance of own personal and professional development • Participates in SCH PDRP • Individual responsibilities, actions and contributions are aligned with our values and enhance the success of the department, service, team and overall organisation

Section 5. Education, Knowledge and Skill Requirements:



Experience required	Formal education & training
Essential: <ul style="list-style-type: none"> • Recent relevant experience • Proven ability of being able to work co-operatively within in a multi-disciplinary team Desirable: <ul style="list-style-type: none"> • Private health experience 	Essential: <ul style="list-style-type: none"> • New Zealand Registered Nurse with • Current practicing certificate (applicable to working in the surgical setting) Desirable: <ul style="list-style-type: none"> • Current enrolment in a NCNZ approved PDRP • Evidence of on-going clinical and professional development
Section 6. Personal requirements to meet position objectives:	
<ul style="list-style-type: none"> • Established credibility • Adaptive, supportive and flexible • Self-aware • Interpersonally savvy • Positive communication skills 	
Section 7. Key leadership Behaviours: Leading Self	
<ul style="list-style-type: none"> • Establish credibility • Deliver results • Do whatever it takes 	<ul style="list-style-type: none"> • Interpersonal savvy • Embrace flexibility • Be self-aware

