**Position Description**

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| **Position Title:** | **Registered Nurse** | **Function/Division** |  | | **Date:** | August 2020 |
| **Position Reports To:** |  | **Section 2. Position Dimensions** | | | | |
| **Primary Function** (Why this role exists): | * To provide safe, appropriate, quality patient/ family centered nursing care. | **Key Relationships - Internal** | | **Key Relationships - External** | | |
| * Senior Management | | * Patients and families | | |
| * All hospital staff | | * Medical Specialists | | |
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| **Section 1. Decision Rights** | | **Capability Level** | This role operates at:  **Leading Self**  Leading Others  Leading Leaders  Leading the Organisation | | | |
| **Owns** | * Clinical care within scope of practice, legislation and organisational policy, procedures and guidelines |
| **Key Collaborations and Networks** | * 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** | * 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** | * 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** | * 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** | * 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:   * Recent relevant experience * Proven ability of being able to work co-operatively within in a multi-disciplinary team   **Desirable:**   * Private health experience | | **Essential:**   * New Zealand Registered Nurse with * Current practicing certificate (applicable to working in the surgical setting)   **Desirable:**   * Current enrolment in a NCNZ approved PDRP * Evidence of on-going clinical and professional development | | | | |
| **Section 6. Personal requirements to meet position objectives:** | | | | | | |
| * Established credibility * Adaptive, supportive and flexible * Self-aware * Interpersonally savvy * Positive communication skills | | | | | | |
| **Section 7. Key leadership Behaviours: Leading Self** | | | | | | |
| * Establish credibility * Deliver results * Do whatever it takes | | * Interpersonal savvy * Embrace flexibility * Be self-aware | | | | | |