

Position description

Role Specification			
Role title	Registered nurse		
Business unit	Enliven Residential	Location:	Enliven Home
Collective			

Reports to (role title)	Clinical Nurse Manager
Direct reports (role titles)	N/A
Total employees (total number of employees reporting through to this role, if applicable)	N/A

Purpose of the role (What the role does; how the role contributes to the organisation goals)
<p>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.</p> <p>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.</p> <p>Registered nurse works in line with the RN scope of practice as set out by the Nursing Council Of New Zealand</p>

Key Accountabilities (Key activities, tasks and outcomes to be achieved)
<p>Service delivery</p> <ul style="list-style-type: none"> • 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 <p>Resident oversight and shift accountability</p> <ul style="list-style-type: none"> • 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.

Initials: _____

- 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

Initials: _____

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 and Safety

- Complies with responsibilities under the Health and Safety at Work Act 2015 (HWA)
- Actively promotes the minimisation of risk and harm occurring to residents and staff.
- Takes responsibility in maintaining a safe and healthy workplace
- Recognises hazards, minimises and reports them in a timely manner

Core Competencies

The following competencies are read in conjunction with the Nursing Council of NZ competencies for RNs in clinical practice.

Teamwork

- Develops constructive relationships with other team members
- Has a friendly manner and positive sense of humour
- Works cooperatively – willingly sharing knowledge and expertise with colleagues
- Shows flexibility – is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments
- Supports in word and action decisions that have been made by the team
- Shows an understanding of how one's own role directly or indirectly supports the work of the wider team

Quality and innovation

- 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

Taking responsibility

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

Communication

- Practices active and attentive listening

Initials: _____

- Explains information and gives instructions in clear and simple terms
- Willingly answers question and concerns raised by others
- Responds in a non defensive way when asked about errors or oversights, or when own position is challenged
- Is confident and appropriately assertive in dealing with others
- Deals effectively with conflict.
- Nurtures relationships with outside agencies eg NASC, ambulance

Person specification

Key job requirements

Qualifications

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

Accreditation

- 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

Enliven, Presbyterian Support Central is committed to working in a multi-cultural way and affirms the place of Maori 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:

Initials: _____

Prepared by (Name and position)	Joy Tlapi Clinical Director	Date	July 2018
Approved by (Name and position)	Nicola Turner Enliven General Manager	Date	July 2018

Initials: _____