

Position Description

Registered Nurse

Mission

We walk with people across the generations to create together places to live, learn and thrive. We call out injustice and advocate for positive social change.

POSITION PURPOSE AND PRIMARY OBJECTIVES

Purpose

Nurses in Presbyterian Support Otago practise independently and in collaboration with other health professionals, perform general nursing functions, delegate to and direct enrolled nurses and care workers and others. They provide comprehensive assessments to develop, implement and evaluate an integrated plan of health care, and provide interventions that require substantial scientific and professional knowledge, skills and clinical decision making.

Registered nurses may also use their expertise to manage, teach, evaluate and research nursing practice.

Registered nurses are accountable for ensuring that all the health services they provide are consistent with their education and assessed competence, meet legislative and contractual requirements, and are supported by appropriate standards.

Primary Objectives

- Organisational policies and procedures are adhered to at all times
- The assessment, planning, delivering and evaluating a plan of care that supports the lives and wellbeing of older people living in this residential service.
- Leading, delegating to and directing Enrolled Nurse (ENs) and Care workers.

The Registered Nurse is expected to maintain an awareness of and practice within relevant legislation, professional guidelines and standards, policies and procedures.

Key Accountabilities	Expected Outcomes / KPIs
Leadership and Direction	
Supporting the implementation of the Enliven Philosophy which includes person-centred high-quality care and continuous improvement.	<ul style="list-style-type: none"> Interaction and support for older persons is role-modelled in a manner consistent with the service philosophy/model. Older people are supported to live their lives in a manner that reflects their choices and goals. There is a culture of continuous review and improvement.
Leading and supporting the team	<ul style="list-style-type: none"> Replacement staff are arranged to cover leave as required A thorough understanding and application of the principles of direction and delegation are consistently demonstrated. ENs and Care workers are deployed in the most efficient and effective manner to provide care and support for residents. Skills and work performance of ENs and Care Workers is monitored and used to contribute to or complete performance reviews as required. ENs and Care Worker performance issues are noted and addressed and raised with the UNM/Manager as required. Agreed interventions are implemented. Leadership that inspires a sense of team and a positive service environment is consistently demonstrated. A team culture based on open communication, continuous quality improvement and best practice-based care is consistently All relevant staff forums are attended and contributed to positively as required. Dealing with conflict confidentially and discreetly.
Supporting staff development	<ul style="list-style-type: none"> Orientation and support of new staff members and students is undertaken as required Staff are provided with regular, honest constructive feedback. Available opportunities are used to provide ongoing training and coaching on care related subjects for ENs and Care Workers as required.

Nursing	
Managing and undertaking resident assessment, care planning, implementation and evaluation to ensure care delivered meets residents' individual needs	<ul style="list-style-type: none"> • Works in a collaborative and inclusive manner with residents, family, whanau/friends, GPs, primary and secondary care services, and needs assessment agencies • Clinical assessment, including InterRai is completed within required timeframes • Assessment findings and input from the resident, family and team members are used to develop, implement and evaluate a personalised care plan within the required timeframes • The care plan is communicated to required staff and it is followed. • Resident reviews are prepared by conferring with the resident, their family / whanau and all relevant members of the health team as required.
Providing and documenting nursing care that is safe, effective and timely	<ul style="list-style-type: none"> • Interventions (including medications) are administered within required timeframes. • Excellent Infection Prevention and Control practices are role-modelled at all times • All stages of care including clinical decision-making and rationale is documented in a clear, accurate and timely manner • All information provided to residents and their family/whanau to enable informed decision making is documented. • Privacy and confidentiality of information relating to residents, their family / whanau, other staff and PSO is maintained.
Work with people in a culturally appropriate manner	<ul style="list-style-type: none"> • Residents' wishes are upheld. Residents are referred to professional advocates as desired / needed • Consistently demonstrates an understanding and respect for people from cultures other than your own (staff, residents and their family / whanau) • Maintains awareness of and upholds own professional and PSO's obligations as a partner to the Treaty of Waitangi/Te Tiriti o Waitangi by working together with clients, iwi, hapu, whanau and health providers. • Involves residents and the people important to them in decision making, planning, development and delivery of services. • Assists residents and their family / whanau (where appropriate) to protect and improve their health while respecting their cultural values and practices. • Consistently works within professional boundaries of your role and role-models these behaviours for other staff

Professional Development	
Proactively identify and initiate training and career development opportunities, ensure your own continuous professional development.	<ul style="list-style-type: none"> • A Professional Development Portfolio (which includes a record of all education attended) is maintained. • Nursing Council and PSO requirements relating to ongoing professional development are met. • Annual performance appraisal is prepared for and attended. • Professional goals are achieved within the required timeframe. • Required education sessions are attended, competencies are maintained and learnings are implemented in daily practice • External professional development opportunities are identified and attendance discussed with the manager e.g study days, post graduate qualifications • Seeking out and utilizing experience and knowledge base of senior and multi-disciplinary team members to support your learning and development. • Opportunities to extend practice are sought and utilised e.g. development of specialist roles such as wound care, Infection Prevention and Control, restraint Minimisation Coordinator as required • InterRAI Assessment certification is attained and maintained as directed
Quality	
Continuously improve the quality of services provided.	<ul style="list-style-type: none"> • Service delivery is monitored and opportunities to improve are recognised and discussed with the manager • Quality improvement opportunities are actively sought and participation is enthusiastic e.g. unit-based projects, participation in organisational projects / CQI groups • Internal audits are undertaken as required • A safe, home-like environment is provided for residents, their family / whanau and staff
Expectations of all PSO Employees	
Communications / Interpersonal relationships	<ul style="list-style-type: none"> • Positive and collegial relationships are developed and maintained. • Verbal and written communication is at a high standard, relevant and appropriate to the audience.
Performance development and learning	<ul style="list-style-type: none"> • Active engagement with personal development review process. • Personal and professional development goals and objectives are established.

	<ul style="list-style-type: none"> • Be responsible for own ongoing education and skills required in designated role.
Continuous improvement	<ul style="list-style-type: none"> • Make recommendations for improvement to services, work practices and / or workflow.
Health and Safety <i>PSO is committed to achieving the highest level of health and safety for its staff and everyone has health and safety responsibilities.</i>	<ul style="list-style-type: none"> • All employees are expected to identify, report and where appropriate resolve issues that may cause harm to themselves or others in the organisation. • You are expected to work safely and to actively participate in health and safety programmes in your work area. • All accidents or potential hazards must be reported to your direct line manager and documented.
Te Tiriti O Waitangi / The Treaty of Waitangi <i>PSO is committed to its obligations under Te Tiriti o Waitangi / the Treaty of Waitangi.</i>	<ul style="list-style-type: none"> • As an employee you are required to give effect to the articles as well as the principles of Te Tiriti o Waitangi / the Treaty of Waitangi – Partnership, Participation and Protection.

Relationships

Reports to: Manager, Unit Nurse Manager, Clinical Manager, Clinical Coordinator (as applicable)	Direct Reports:
Internal/external Relationships: Residents and their family/whanau, friends Registered Nurses, other Enrolled Nurses, Care Workers Other health providers Other Presbyterian Support Otago staff	Responsible for: Residents and their family/whanau, friends Other Registered Nurses, Enrolled Nurses and Care Workers Other health providers Other Presbyterian Support Otago staff

Person Specifications

Ideal applicant specification, education, skills and experience

- Registered Nurse with current annual practicing certificate.
- Well-developed documentation, communication and gerontology assessment skills
- Demonstrated time management skills.
- Demonstrated ability to work well within a team.
- Ideally have a minimum of 3 years post graduate experience in a relevant clinical setting

- Experience in care of older people, in any or all residential, community or rehabilitation settings.
- Ability to demonstrate exceptional planning, organisational skills and the ability to manage complex and competing priorities effectively.
- Possess highly developed interpersonal skills including relationship and advocacy skills.
- Skills and experience in computer systems to maximise the use of technology for improved service provision.
- A reasonable fitness level

Physical Requirements

This role involves standing, walking, bending, sitting, climbing stairs, simple grasping, fine manipulation, operating machinery equipment, lifting, overhead reaching, carrying, pushing/pulling, twisting, climbing balancing, crouching, squatting and other reaching.

Core Competencies	
Relationship building and personal integrity	Relates readily and respectfully to others, builds effective relationships, understands their significance to the organisation, and demonstrates trustworthiness, honesty and discretion.
Teamwork	Demonstrates commitment to teamwork, and our 'one team' philosophy, where individual teams work together but are also part of the collective team.
Communication	Practises relevant interpersonal and written communication so that others are informed, involved, respected and valued.
Leadership and strategic thinking	Provides strong, positive, proactive leadership with a long-term approach that is aligned with our mission and culture.
People management	Selects the right people, and manages them effectively so that they feel valued, make a positive contribution, and are committed to continuous improvement.
Service focus	Demonstrates commitment to being 'of service' to our people both inside and outside our organisation, supporting them and making a positive difference for them.
Confidence, resilience and emotional intelligence	Reflects on own behaviour and its impact on others, and demonstrates confidence in own ability and ideas, while being prepared to overcome challenges positively.
Personal effectiveness	Manages personal ability to meet job outcomes effectively, is accountable, punctual, and maintains an appropriate level of personal presentation.
Learning and developing	Learns from experience and shares knowledge, suggests or implements improvements appropriately and seeks opportunities for self-development and career enhancement.
Problem-solving and responding to change	Uses sound judgement and a systematic approach to problem solving and responds well to change.
Technical/professional knowledge and skills (specific to each role)	Demonstrates the necessary expertise to carry out the position's technical responsibilities and deliver on key accountabilities both professionally and effectively.
Leadership and strategic thinking	Relates readily and respectfully to others, builds effective relationships, understands their significance to the

	organisation, and demonstrates trustworthiness, honesty and discretion.
Embracing diversity	Interacts and deals effectively with all people regardless of race, nationality, culture, disability, age, gender, orientation or political views.

Working Together

Our Work

- We are person centred in our organisation.
- We strive always to do better, to work hard and to the best of our ability.
- Each person knows they make a difference, and they feel valued because of this.

Our Organisation

- We are committed to delivering on the organisation direction and values.
- We are responsible and accountable for our actions and behaviours.
- We are committed to positive, proactive leadership.
- Each person is empowered to succeed, with the orientation and on-going support needed.
- Expectations are communicated clearly and understood by each team member, through team meetings, regular and timely feedback, and annual appraisals.

Our Team

- We share and learn from each other; are open and honest, support and cooperate with each other, and do the right thing at the right time.
- We hold each other accountable by giving and receiving constructive feedback.
- Our relationships are based on mutual respect, by treating each other as we wish to be treated. We are courteous and responsive.
- We affirm each person as a valued member of the team by giving each other positive reinforcement.

Values

Founded in our Christian faith we act with the values of integrity, respect, courage, manaaki and aroha.

