

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

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| Title | Registered Nurse | | |
| Reports to | Charge Nurse Manager | | |
| Location | Otago/Southland | | |
| Department | | | |
| Direct Reports | N/A | Total FTE | |
| Budget Size | Opex | Capex | |
| Delegated Authority | HR | N/A | Finance |
| Date | November 2022 | | |
| Job band (indicative) | | | |

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Te Mauri o Rongo – The New Zealand Health Charter (to be confirmed)

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

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| Wairuatanga | The ability to work with heart | <i>"When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled".</i> |
| Rangatiratanga | Ensuring that the health system has leaders at all levels who are here to serve | <i>"As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all"</i> |
| Whanaungatanga | We are a team, and together a team of teams | <i>"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora"</i> |
| Te Korowai Manaaki | Seeks to embrace and protect the workforce | <i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i> |

About the role

The primary purpose of the role is to:

Registered Nurses use nursing knowledge and judgment to assess health needs, provide care and to advise and support people to manage their health.

They practise independently and in collaboration with other health professionals, perform general nursing functions, delegate to and direct enrolled nurses and healthcare assistants 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. They do this in a range of settings in partnership with individuals, families, whanau and communities.

Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience.

They may also use this 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 requirements, and are supported by appropriate standards.

Some registered nurses will have conditions on their scope of practice, if their qualifications or experience limit them to a specific area of practice

<http://nursingcouncil.org.nz/Nurses/Scopes-of-practice/Registered-nurse>

| Key Result Area | Expected Outcomes / Performance Indicators – Position Specific |
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| Professional Responsibility | <ul style="list-style-type: none"> • Practises nursing in accord with relevant legislation/codes/policies and upholds health consumers rights derived from that legislation. • Accepts responsibility for actions and decision making within scope of practice. • Identifies breaches of law that occur in practice and reports them to the appropriate person(s). • Demonstrates knowledge of, and accesses, policies and procedural guidelines that have implications for practice. • Uses professional standards of practice. • Understands the Treaty of Waitangi/Te Tiriti o Waitangi and its relevance to the health of Maori in Aotearoa/New Zealand. • Demonstrates knowledge of differing health and socio-economic status of Maori and non-Maori. • Applies the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. • Understands accountability for directing, monitoring, and evaluating nursing care provided by enrolled nurses and others. • Seeks advice from a senior registered nurse if unsure about the role and competence of enrolled nurses and others when delegating work. • Takes into consideration the role and competence of staff when delegating work. • Makes appropriate decisions when assigning care, delegating activities, and providing direction for enrolled nurses and others. • Identifies and reports situations that affect health consumers or staff members' health or safety. • Accesses, maintains and uses emergency equipment and supplies. • Maintains infection control principles. • Recognises and manages risks to provide care that best meets the needs and interests of health consumers and the public. • Applies the principles of cultural safety in own nursing practice. • Recognises the impact of the culture of nursing on health consumer's care and endeavours to protect the health consumer's wellbeing within this culture. • Practises in a way that respects each health consumer's identity and right to hold personal beliefs, values and goals. • Assists the health consumer to gain appropriate support and representation from those who understand the health consumer's culture, needs and preferences. • Consults with members of cultural and other groups as requested and approved by the health consumers. • Reflects on his/her own practice and values that impact on nursing care in relation to the health consumer's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability. • Avoids imposing prejudice on others and provides advocacy when prejudice is apparent. |

Management of Nursing Care

- Contributes to care planning, involving health consumers and demonstrating an understanding of health consumers' rights, to make informed decisions.
- Demonstrates understanding of the processes and environments that support recovery.
- Identifies examples of the use of evidence in planned nursing care.
- Undertakes practice procedures and skills in a competent and safe way.
- Administers interventions, treatments, and medications, (for example: intravenous therapy, calming and restraint), within legislation, codes and scope of practice; and according to authorised prescription, established policy and guidelines.
- Undertakes assessment in an organised and systematic way.
- Uses suitable assessment tools and methods to assist the collection of data.
- Applies relevant research to underpin nursing assessment.
- Maintains clear, concise, timely, accurate and current health consumer records within a legal and ethical framework.
- Demonstrates literacy and computer skills necessary to record, enter, store, retrieve and organise data essential for care delivery.
- Provides appropriate information to health consumers to protect their rights and to allow informed decisions.
- Assesses the readiness of the health consumers to participate in health education.
- Makes appropriate professional judgement regarding the extent to which the health consumer can participate in decisions related to his/her care.
- Discusses ethical issues related to health care/nursing practice, (for example: informed consent, privacy, refusal of treatment and rights of formal and informal health consumers).
- Facilitates the health consumer's access to appropriate therapies or interventions and respects the health consumer's right to choose amongst alternatives.
- Seeks clarification from relevant members of the health care team regarding the individual's request to change and/or refuse care.
- Takes the health consumer's preferences into consideration when providing care.
- Understands emergency procedures and plans and lines of communication to maximise effectiveness in a crisis.
- Acts in situations that compromise health consumer safety and wellbeing.
- Implements nursing responses, procedures, and protocols for managing threats to safety within the practice environment.
- Identifies criteria for evaluation of expected outcomes of care.
- Evaluates the effectiveness of the health consumer's response to prescribed treatments, interventions, and health education in collaboration with the health consumer and other health care team members. (Beginning registered nurses would seek guidance and advice from experienced registered nurses).
- Reflects on health consumer feedback on the evaluation of nursing care and health service delivery.
- Checks health consumers' level of understanding of health care when answering their questions and providing information.

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- Uses informal and formal methods of teaching that are appropriate to the health consumer's or group's abilities.
 - Participates in health education and ensures that the health consumer understands relevant information related to their health care.
 - Educates health consumer to maintain and promote health.
 - Identifies one's own level of competence and seeks assistance and knowledge as necessary.
 - Determines the level of care required by individual health consumers.
 - Accesses advice, assistance, debriefing and direction as necessary.
 - Contributes to the support, direction, and teaching of colleagues to enhance professional development.
 - Updates knowledge related to administration of interventions, treatments, medications, and best practice guidelines within area of practice.
 - Takes responsibility for one's own professional development and for sharing knowledge with others.
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| <p>Interpersonal Relationships</p> | <ul style="list-style-type: none"> • Initiates, maintains, and concludes therapeutic interpersonal interactions with health consumers. • Incorporates therapeutic use of self and psychotherapeutic communication skills as the basis for nursing care for health consumers with mental health needs. • Utilises effective interviewing and counselling skills in interactions with health consumers. • Demonstrates respect, empathy, and interest in health consumer. • Establishes rapport and trust with the health consumers. • Undertakes nursing care that ensures health consumers receive and understand relevant and current information concerning their health care that contributes to informed choice. • Implements nursing care in a manner that facilitates the independence, self-esteem and safety of the health consumer and an understanding of therapeutic and partnership principles. • Recognises and supports the personal resourcefulness of people with mental and/or physical illness. • Acknowledges family/whanau perspectives and supports their participation in services. • Uses a variety of effective communication techniques. • Employs appropriate language to context. • Provides adequate time for discussion. • Endeavours to establish alternative communication methods when health consumers are unable to verbalise. • Accesses an interpreter when appropriate. • Discussions concerning health consumers are restricted to settings, learning situations and or relevant members of the health care team. |
| <p>Inter-professional healthcare and quality improvement</p> | <ul style="list-style-type: none"> • Promotes a nursing perspective and contribution within the inter-professional activities of the health care team. • Provides guidance and support to those entering as students, beginning practitioners and those who are transferring into a new clinical area. • Collaborates with the health consumer and other health team members to develop plan of care. • Maintains and documents information necessary for continuity of care and recovery. • Develops a discharge plan and follow up care in consultation with the health consumer and other members of the health care team. • Makes appropriate formal referrals to other health care team members and other health related sectors for health consumers who require consultation. • Contributes to the co-ordination of care to maximise health outcomes for the health consumer. • Collaborates, consults with, and provides accurate information to the health consumer and other health professionals about the prescribed interventions or treatments. • Demonstrates a comprehensive knowledge of community services and resources and actively supports service users to use them. • Reviews policies, processes, procedures based on relevant research. • Recognises and identifies researchable practice issues and refers them to appropriate people. • Distributes research findings that indicate changes to practice to colleagues. |

| Key Result Area | Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders |
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| Te Tiriti o Waitangi | <ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership |
| Equity | <ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Willingness to personally take a stand for equity • Supports Māori-led and Pacific-led responses |
| Culture and People Leadership | <ul style="list-style-type: none"> • Lead, nurture and develop our team to make them feel valued • Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation’s strategic and business goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened |
| Innovation & Improvement | <ul style="list-style-type: none"> • Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table • Model an agile approach –tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices |
| Collaboration and Relationship Management | <ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services |

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| Health & safety | <ul style="list-style-type: none"> Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture |
| Compliance and Risk | <ul style="list-style-type: none"> Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware |

Relationships

| External | Internal |
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| <ul style="list-style-type: none"> Patients, Families and Whanau | <ul style="list-style-type: none"> Chief Nursing and Midwifery Officer |
| <ul style="list-style-type: none"> Nursing Council/Midwifery Council | <ul style="list-style-type: none"> Directors of Nursing |
| <ul style="list-style-type: none"> Unions | <ul style="list-style-type: none"> Associate Directors of Nursing |
| <ul style="list-style-type: none"> Other District Health Boards | <ul style="list-style-type: none"> Directorate Leadership Team |
| <ul style="list-style-type: none"> HWNZ | <ul style="list-style-type: none"> Clinical Nurse Co-ordinators |
| <ul style="list-style-type: none"> NZNO and other relevant professional colleges of nursing and midwifery | <ul style="list-style-type: none"> Nursing Staff |
| <ul style="list-style-type: none"> Community Members | <ul style="list-style-type: none"> Medical Staff |
| <ul style="list-style-type: none"> Educational Institutions | <ul style="list-style-type: none"> Allied Health Staff |
| <ul style="list-style-type: none"> PHO | <ul style="list-style-type: none"> Administration Staff |
| <ul style="list-style-type: none"> GP's | <ul style="list-style-type: none"> Southern DHB wide staff |
| <ul style="list-style-type: none"> NGO's and Aged Care Sector | <ul style="list-style-type: none"> Duty Manager(s) |

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification
- Experience in implementing Te Tiriti o Waitangi in action
- Registration as a Registered Nurse with the Nursing Council of New Zealand.
- Hold a current Nursing Council of New Zealand Annual Practising Certificate.
- One years' postgraduate (Nurse Entry to Practice or equivalent) experience or be undertaking this currently.
- Please refer to area specific person specification if applicable.

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- Advanced communication techniques such as conflict resolution, diffusion, and mediation skills.
- Demonstrate professional accountability within scope of practice.

Desired:

- Competent Professional Development and Recognition Programme (PDRP) profile/portfolio or equivalent.
- Experience in an equivalent clinical setting to which you are being employed into.
- Be a critical consumer of research and embrace evidenced based practice when carrying out any task/function.
- Have a commitment to ongoing development of nursing skills and in-service education.
- Can work as part of a team.
- Have ability to 'work together' in a collaborative manner.
- Have ability to 'work smarter' by being innovative and proactive.
- Accept responsibility for actions.
- Be prepared to undertake other duties as reasonably requested by Director of Nursing.

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities
- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.