



The West Coast District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Position Title:	Registered Nurse (RN), Buller Integrated Family Health Service (IFHS)	
Reports to:	Associate Clinical Nurse Manager, Unplanned Care	
Key Relationships:	Internal: <ul style="list-style-type: none">• Clinical Nurse Manager• DON, CNS's• WCDHB Staff (Community / Primary & Secondary)• Members of interdisciplinary team and other health professionals	External: <ul style="list-style-type: none">• Patients and their families• Primary Health Providers• West Coast PHO
Role Purpose:	<p>Buller IFHS is undergoing a change process whilst working towards a patient focused integrated model of care.</p> <p>The RN, Buller IFHS will be primarily based in the Acute Assessment and Stabilisation Unit with inpatient care (currently called Foot Ward). It is expected the RN will also work in Primary and Community Care from time to time when requested and with the appropriate training prior.</p> <p>As part of a wider team, the RN will utilise nursing knowledge and complex nursing judgement to assess health needs and provide care, and to advise and support people to manage their health.</p>	

KEY ACCOUNTABILITIES:

The RN, Buller IFHS is responsible for their:	The RN, Buller IFHS will be successful when he/she:
Professional responsibilities, complying with DHB vision, purpose, values, policies and procedures.	<ul style="list-style-type: none">• Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements• Demonstrates the ability to apply the principles of the Treaty of Waitangi to nursing practice• Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses and others, and utilises more experienced RNs to assist with problem solving and setting priorities• Promotes an environment that enables patient safety, independence, quality of life and health

	<ul style="list-style-type: none"> • Practices nursing in a manner that the patient determines as being culturally safe • Reads and adheres to DHB vision, values, policies and procedures • Represents the organisation and the nursing profession in a committed manner, projecting a professional image of nursing
Professional accountability in the management of nursing care embodying the Code of Health & Disability Services Consumers Rights.	<ul style="list-style-type: none"> • Provides planned nursing care to achieve identified outcomes • Undertakes a comprehensive and accurate nursing assessment of patients in a variety of settings • Ensures documentation is accurate and maintains confidentiality of information • Ensures the patient has adequate explanation of the effects, consequences and alternatives of proposed treatment options • Acts appropriately to protect oneself and others when faced with unexpected patient responses, confrontation, personal threat or other crisis situations • Evaluates patient's progress toward expected outcomes in partnership with patients • Validates and documents decision-making and outcomes based on nursing knowledge and clinical experience • Recognises early and subtle changes in the patient's health status and/or circumstances and intervene appropriately • Acknowledges own limitations of knowledge in complex situations and utilises appropriate resource people when necessary • Provides health education appropriate to the needs of the patient within a nursing framework • Teaches patients and family groups effectively by assessing learning readiness; providing teaching; evaluating knowledge and lifestyle changes and maximising opportunities for patient learning and independence • Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care • Maintains professional development • Continues to advance clinical knowledge and skills through self-learning, ward teachings, in-service education and external programmes as approved by his/her line manager • Participates in teaching others, including students of nursing

Effective interpersonal relationship skills	<ul style="list-style-type: none"> • Establishes, maintains and concludes therapeutic interpersonal relationships with patient • Practises nursing in a negotiated partnership with the patient where and when possible • Communicates effectively with patients and members of the health care team • Maintains privacy and confidentiality at all times.
Participation in inter-professional health care and quality improvement	<ul style="list-style-type: none"> • Collaborates and participates with colleagues and members of the health care team to facilitate and co-ordinate care • Recognises and values the roles and skills of all members of the health care team in the delivery of care • Initiates referrals to other members of the health care team in a timely manner • Consistently participates and where appropriate co-ordinates multi-disciplinary team meetings and family conferences, representing the nursing perspective of patient needs, and enacting outcomes appropriately • Participates in activities which monitor/audit delivery of quality patient care e.g. certification processes, and current or retrospective nursing audits • May be the ward/department representative on professional nursing and/or other committees • Shares specialist knowledge and networks with nursing colleagues within and external to DHB • When required, assists in formulating and reviewing nursing standards, procedures and guidelines • Develops and/or participates in activities which monitor and audit nursing practice and quality patient health outcomes
Contribution to the administration of the workplace, working effectively within the nursing team and acting as a professional role model.	<ul style="list-style-type: none"> • Contributes to the smooth running of the ward/unit through participation in administrative tasks, which support patient care activities • Provides leadership within the unit and co-ordinates patient care as required • Demonstrates awareness of factors, which impact on patient care in her/his clinical setting, e.g. relationships with other providers • Prioritises own workload to enable support, assistance and supervision for other nurses when necessary • Uses stock in a cost-effective manner within budget constraints • Participates in ward meetings and ward decision making • Use appropriate channels of communication • Acts as a preceptor in the orientation of new staff and nursing students • Teaches nurses, nursing students and other staff

	<p>clinical procedures following DHB Policy and Procedure, in conjunction with more experienced RNs and the Clinical Nurse Educator or Clinical Nurse Specialist</p> <ul style="list-style-type: none"> • Assists in compiling resource material for educational purposes at unit, cluster and organisational level • Makes case study presentations to his/her peers at unit and cluster level • Participates in in-service education and post-registration education as approved/requested by the nursing line manager • Acts as a resource for area specific responsibilities e.g. CPR Instructor, IV Assessor or other area of designated responsibility or expertise • Has a knowledge of ethical principles and assists others in resolution of potential dilemmas, utilising appropriate resource people where necessary
<p>Participation in the annual performance review process in conjunction with the Charge Nurse Manager (or nominated appraiser).</p>	<ul style="list-style-type: none"> • Prepares for and participates in her/his annual performance review • Identifies and documents professional goals in conjunction with her/his line manager • Maintains a professional nursing portfolio • Presents annual practising certificate in a timely manner
<p>Health and Safety</p> <p>Maintaining a high quality, safe and secure work environment by following relevant West Coast DHB and divisional policies, protocols and standards.</p>	<ul style="list-style-type: none"> • Is responsible for their own safety and ensures that no action or inaction on their part will cause harm to any other person. • Abides by the Organisation's Health and Safety Plan and will participate in plan development and Health and Safety Training as appropriate. • Brings health and safety issues to the attention of their Manager
<p>Quality Standards</p> <p>Ensure a quality service is provided in your area of expertise by taking an active role in quality activities, identifying areas of improvement.</p>	<ul style="list-style-type: none"> • Demonstrates competence in emergency procedures, e.g. fire, and CPR • Promptly initiates first aid/emergency actions and summons emergency response personnel and provides further emergency assistance • Completes Fire, IV and CPR training and updates regularly as required by DHB's policies and procedures • Identifies, takes appropriate action and promptly reports clinical, Occupational Safety & Health and security incidents • Assists in the maintenance of ward equipment and where necessary, promptly reports unsafe or malfunctioning equipment • Maintains standards for safety, hygiene and medico-legal requirements

PERSON SPECIFICATION:

Qualifications & Experience	
Essential <ul style="list-style-type: none"> • Registered Nurse • NZNC practicing certificate • Demonstrate professional accountability within scope of practice • Have a commitment to ongoing development of nursing skills and in-service education • Have appropriate communication skills • Flexibility and ability to adapt to a changing models of care • Have the ability to work as part of a team 	Desirable <ul style="list-style-type: none"> • Knowledge of Te Reo & Tikanga • Computer Literate and Medtech experience • Triage and TNCC clinical experience in Primary Case, or Acute Medical or ED or Acute Assessment unit
Person Specification:	<p>The preferred appointee should have the following personal qualities: -</p> <ul style="list-style-type: none"> • Ability to 'work together' in a collaborative manner • Ability to 'work smarter' by being innovative and proactive • Accepts responsibility for actions • Is prepared to undertake other duties as reasonably requested by Associate Nurse Manager • Demonstrate initiative and ability to work independently. • Show mutual respect - positively contributing to the good of the department. • Be an effective team member by; being aware of team expectations, the ability to accept responsibility; the ability to recognise limitations; and the ability to ask for help. • Able to communicate effectively with all staff, clients, or families. • Demonstrate initiative and ability to work independently. • Show mutual respect - positively contributing to the good of the department. • Be an effective team member by; being aware of team expectations, the ability to accept responsibility; the ability to recognise limitations; and the ability to ask for help. • Able to communicate effectively with all staff, clients, or families.

*Signed on behalf of West Coast
District Health Board*

Date _____

Name

Position

West Coast District Health Board

*I accept the terms and conditions as
outlined in this Position Description*

Date _____

Name

Job Title

West Coast District Health Board