

Part 1 RN Position Description

(Use in combination with MidCentral Area Specific RN Position Description)

Position:	Registered Nurse
Reports to:	Charge Nurse/Nurse Manager/Clinical Resource Nurse Coordinator
Professionally Responsible to:	Associate Director of Nursing

Organisation Context

Te Whatu Ora | Health New Zealand leads the day to day running of the health system across New Zealand, with functions delivered at local, district, regional and national levels. It weaves the functions of the 20 former District Health Boards into its regional divisions and district offices, ensuring continuity of services in the health system.

Te Whatu Ora, Health New Zealand Te Pae Hauora o Ruahine o Tararua – MidCentral (MidCentral) (previously MidCentral District Health Board) provides healthcare services to over 180,000 people across the Manawatu, Horowhenua and Tararua regions. With a large hospital campus at Palmerston North, it also provides key health care and support services to neighbouring communities. We are one of the Manawatu’s largest employers with over 2800 staff members.

TE TIRITI O WAITANGI OBLIGATIONS: CNE KEY ACCOUNTABILITIES

Coordinate an innovative continuous quality improvement programme within Clusters for Māori patient/patients.

Promote the use of performance, quality and equity data and health outcome information to:

- Measure and monitor best practice and health inequities
- Identify barriers to high quality, equitable care
- Identify continuous quality improvement initiatives that focus on achieving health equity, excellent health outcomes, and excellent patient/client care

Ensure the professional and political integrity of MidCentral by carrying out all functions in compliance of Te Tiriti o Waitangi by demonstrating ongoing commitments to keeping Te Tiriti alive.

Show sensitivity to cultural complexity in the workforce and a high level of cultural competency with consumer and whānau populations of diversity

Apply the articles of Te Tiriti o Waitangi in everyday practice:

- Article 1, Kawangatanga - Partnering for mutual benefit
- Article 2, Tinorangatiratanga – Māori retain rights to their own treasures, resources and knowledge
- Article 3. Oritetanga – Māori are entitled to the same rights and outcomes as that of other citizens
- Article 4. Wairuatanga – Spiritual diversity is retained

Demonstrate understanding and apply Te Whāre Tapa Whā (the four cornerstones of health), te taha wairua (spiritual aspects), te taha hinengaro (mental and emotional aspects), te taha whānau (family and community aspects) and te taha tinana (physical aspects) to practice

Guide others in practice that is consistent with person/whānau centred care and the principles of Te Tiriti o Waitangi

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Role Purpose

The Registered Nurse (RN) utilises nursing knowledge and complex nursing judgement to assess health needs, provide care, and advise and support people to manage their health.

The RN Practices independently and in collaboration with other Health Professionals to provide comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of health care, and provide nursing interventions based on substantial scientific and professional knowledge and skills.

The RN provides direction and delegation to Enrolled Nurses (ENs), unregulated Health Care Assistants and Student Nurses. The RN may also use their expertise to manage, teach, evaluate and research nursing practice.

Key Accountabilities

Te Whakawhanake Ngaiotanga Whaiaro: Professional responsibility: Evidences professional, legal and ethical responsibilities and cultural safety. This includes demonstrating knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises patient safety, independence, quality of life and health

Te Hīranga O Te Mahi Hauora: Management of nursing care: Assesses and manages patient care, which is responsive to the patient's needs and is supported by nursing knowledge and evidence based research

Te Whakawhiti kōrero whaihua me te mahi ngāta: Interpersonal relationships: Applies interpersonal and therapeutic communication with patient, other nursing staff and interprofessional communication and documentation

Te whakapai ake i te kōunga rangahau me te huringa: Inter-professional health care and quality improvement: Demonstrates that as a member of the health care team, they evaluate the effectiveness of care and promote a nursing perspective within the interprofessional activities of the team

Role Relationships

The RN will develop relevant functional relationships within and across services, the organisation and with nursing and other professional groups across the care continuum including:

ADONs; Operations Lead; Pharmacists; Pae Ora Māori Health Directorate; Occupational Health & Safety; Integrated Operations Centre; Quality & Clinical Risk; Infection Prevention & Control; Allied Health Professionals; Nurse Educators; Nursing and Medical staff; Community Teams; Aged Care Providers.

Role Responsibilities

The MidCentral RN Role Responsibilities are centred around the Key Accountabilities and the Bicultural Model of Care.

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Respectful
Ka whai ngākau

Courageous
Ka mātātoa

Accountable
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MidCentral Bicultural Model of Care

He Korowai Oranga, the Māori Health Strategy (2014) articulates three key concepts of Wai Ora, Mauri Ora and Whānau Ora; these three concepts are understood as a means for achieving Pae Ora (Healthy Futures). These concepts are interconnected and align with the Māori health model Te Whare Tapa Whā. Culturally responsive practice integrates the above elements to reinforce and further strengthen the strategic direction for Māori health and the advancement of healthcare for all New Zealanders.



Figure 1 Aotearoa Model of Care (2018)

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PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES

TE WHAKAWHANAKE NGAIOTANGA WHAIARO: PROFESSIONAL RESPONSIBILITY

WHĀNAU ORA: Whānau or families are the cornerstone of Māori, and indeed all people's, lives. An individual person is still in context a member of a family. By providing care in this context it ensures people are attached, grounded and empowered to advance their health, their family health and their wider community.

MĀURI ORA: Mauri is the concept of the life force that is instilled in people and all living things. Mauri Ora is the protection and advancement of this force for health.

Wairua	Whānau	Hinengaro	Tinana	MEASURES
<ul style="list-style-type: none"> • Practises based on professional, ethical and legal standards in accord with relevant legislation, codes, and policies and upholds patient 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 uses, professional standards of practice, policies and procedural guidelines relevant to practice • Demonstrates accountability for directing, monitoring and evaluating nursing care that is delegated to students, Enrolled Nurses and HCAs • Seeks advice if unsure about the role and competence of others when delegating work • Implements nursing responses, procedures and protocols for managing threats to safety within the practice environment • Maintains infection prevention and control principles • Recognises and manages risks to provide care that best meets the needs and interests of patients and the public • Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice and commitment to the improvement of Māori health status • Recognises the impact of the culture of nursing on patient care and endeavours to protect the patient's wellbeing within this culture • Practises in a way that respects each patient's identity and right to hold personal beliefs, values and goals • Assists the patient to gain appropriate support and representation from those who understand the patient's culture, needs and preferences • Consults with members of cultural and other groups as requested and approved by the patient • Reflects on his/her own practice and values that impact on nursing care in relation to the patient's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability 				<p><i>Delegation is appropriate Undertakes TOW and Cultural Safety Training</i></p>

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PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES TE HĪRANGA O TE MAHI HAUORA: MANAGEMENT OF NURSING CARE				
<p>WHĀNAU ORA: Whānau or families are the cornerstone of Māori, and indeed all people's, lives. An individual person is still in context a member of a family. By providing care in this context it ensures people are attached, grounded and empowered to advance their health, their family health and their wider community.</p> <p>MĀURI ORA: Mauri is the concept of the life force that is instilled in people and all living things. Mauri Ora is the protection and advancement of this force for health.</p>				
Wairua	Whānau	Hinengaro	Tinana	MEASURES
<ul style="list-style-type: none"> • Undertakes comprehensive and accurate nursing assessments using suitable assessment tools, underpinned by evidenced based knowledge • Uses effective engagement processes by integrating Māori approaches such as whakawhanaungatanga/building authentic meaningful relationships with people and whānau • Contributes to care planning, involving patient and family/whānau, demonstrating an understanding of patients right to make informed decisions • Ensures the patient is provided with appropriate information to make informed decisions relating to treatment, and care reflects preferences • Discusses ethical issues related to area of practice with patient/whānau and the health care team • Ensures documentation is current, accurate, timely and maintains confidentiality, within a legal and ethical framework • Demonstrates the computer skills necessary to organise data for essential care delivery • Evaluates patients progress toward expected outcomes, including treatments and health education, in collaboration with the patient, whānau and the health care team • Evaluates the effectiveness of nursing care, seeking assistance and support as necessary • Takes appropriate nursing actions in emergency situations and other situations that compromise patient safety • Takes responsibility for maintaining own professional development, including mandatory organisational requirements, updating knowledge to reflect best practice, and sharing knowledge with others • Contributes to the support, direction and teaching of colleagues to enhance professional development • Maintains a professional portfolio 				<p>Maintains APC:</p> <ul style="list-style-type: none"> • compliance with APC requirements (i.e. education hours, core training) <p>Maintains PDRP</p> <p>Maintains certifications:</p> <ul style="list-style-type: none"> • mandatory compliance training certification and re-certification achieved <p>Maintains Core and Enhanced Skills:</p> <ul style="list-style-type: none"> • compliance with Core and Enhanced Skills

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PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES TE WHAKAWHITI KŌRERO WHAIHUA ME TE MAHI NGĀTA: INTERPERSONAL RELATIONSHIPS				
Wairua	Whānau	Hinengaro	Tinana	MEASURES
<ul style="list-style-type: none"> • Initiates, maintains and concludes therapeutic interpersonal interactions with patients and whānau • Communicates effectively, positively and courteously with patients and the health care team • Resolves problems and conflicts effectively using organisational structures and processes • Practises nursing in partnership with the patient acknowledging family/whānau perspectives and supports their participation in services • Endeavours to establish alternative communication methods when patients are unable to verbalise • Accesses an interpreter as appropriate • Discussions concerning patients are restricted to settings, learning situations and or relevant members of the health care team 				Patient satisfaction Staff/team feedback

PAE ORA (HEALTHY FUTURES): RN KEY ACCOUNTABILITIES TE WHAKAPAI AKE I TE KOUNGA RANGAHAU ME TE HURINGA: INTERPROFESSIONAL HEALTH CARE AND QUALITY IMPROVEMENT				
WAI ORA (HEALTHY ENVIRONMENT): Wai or water is the connector of all living life it nourishes and hydrates and represents the natural environment in which we all live. A healthy environment is essential for our individual and collective health.				
Wairua	Whānau	Hinengaro	Tinana	MEASURES
<ul style="list-style-type: none"> • Collaborates and co-ordinates care with other health professionals to ensure a quality service • Maintains and documents information necessary for continuity of care and recovery • Develops a discharge plan and follow up care in consultation with the client, family/whānau and other health team members • Makes appropriate referrals to other health team members • Identifies community kaupapa Māori Services and /or whānau ora services that can support whānau to access services • Recognises and values the roles and skills of all members of the health care team in the delivery of care • Demonstrates knowledge of community services and resources • Participates in continual quality improvement activities to monitor and improve standards of nursing • Participates in review and audit of practice and policies based on research • Recognises and identifies researchable practice issues and refers them to the appropriate people 				Team relationships Quality Improvement

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INDIVIDUAL RESPONSIBILITY FOR WORKPLACE HEALTH & SAFETY UNDER THE HEALTH AND SAFETY AT WORK ACT (2015)

Be familiar with all policies and procedures as they affect the work environment.

Be familiar with, able to apply, and comply with all MidCentral's Health & Safety policies and procedures in the work environment (i.e. Health & Safety Policy, Infection Control Policy, Emergency Response Manual and Procedures Flip Chart, use of safety equipment and materials)

Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation. Ensure that safe working procedures are practised and no person is endangered through action or inaction.

Be aware of, and identify hazards and take action accordingly, including preventing or minimising the adverse effects of hazards as reasonably practical at the time.

Ensure that all incidents including near misses are reported within the required timeframe using the MidCentral's incident reporting system, and that issues of concern are raised to the appropriate staff when identified.

Actively participate in the MidCentral's health and safety programmes, through input into meetings, feedback through committee structures, activities directed at preventing harm & promoting wellbeing in the workplace, be aware of and liaise with the Health & Safety Representative for the area as appropriate.

Role Specifications

Essential

- Registered Nurse
- Current New Zealand Annual Practising Certificate

Interpersonal Skills:

- Personable and friendly, relates well to people
- Builds an effective level of rapport within a short period of time
- Reads situations effectively and tailors responses to reflect the needs of the situation
- Effectively communicates in situations requiring tact and diplomacy
- Able to communicate complex and involved (e.g. technical, medical) ideas to others
- Able to identify and proactively manage tension between people
- Able to influence individuals or small groups of people in relation to straightforward/non-contentious issues
- Able to negotiate and obtain buy-in

Written Communication Skills:

- Has sound written communication skills e.g. patient documentation, formal referrals
- Pitch, style, tone and couching of message is appropriate for context and purpose
- Uses a range of specialist terminology
- Scope of written documentation covers complex topics

Excellence and Focus:

- Sets and achieves challenging goals and targets for themselves
- Works to improve own efficiency and monitors performance to identify areas for improvement
- Is committed to addressing development needs
- Adapts easily to change
- Proactively manages time
- Able to be assertive and stand firm on issues as appropriate

Problem Solving:

- Able to make sense of a wide range of information
- Is logical when thinking through issues
- Able to critically evaluate pros and cons
- Solutions and judgements are supported by reasoned analysis and take into account causes and consequences. Comes up with innovative solutions
- Thinks quickly on their feet, able to counter objections appropriately
- Considers the wider implications of their actions and decisions. Balances short and medium- term perspectives

Professional and Technical Expertise:

- Has required technical skills, certification or credentials e.g. IV, PCA
- Competent using a computer
- Is prepared to and has the ability to learn new web based clinical applications e.g. IBA, Concerto, required for the role. Undertakes training if required

Area Specific Requirements are outlined in the RN Position Description Part 2

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Physical Attributes

Under the Human Rights Act 1993 discrimination based on disability is unlawful. MidCentral will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health & Safety/ Infection Prevention & Control Team.

- General capacity to move about the department into work areas where space is restricted.
- High degree of physical capacity as the work requires frequent standing, walking, stretching, twisting of body, bending and lifting of heavy weights. The work also requires the ability to move rapidly at times. Stature extremes may increase hazard of shared activities.
- Manual dexterity to operate equipment and undertake duties of a repetitive nature.
- Mental concentration and related abilities.
- Visual ability sufficient to safely administer medications, carry out wound care and suturing, and to work continuously under artificial light.
- Hearing capacity and speech should be sufficient to communicate with clients and caregivers enabling direct and telephone (including cellphone) communication.
- Skin condition should allow frequent contact with water, soap/disinfectant soap, latex rubber.
- Skin should not be fissured, scaly or cracked on hands, forearms, face or neck.
- The appointee must not have infection or colonisation with MRSA.
- The appointee's health condition should not result in undue hazard to the appointee, client or others as a result of exposure to blood, body fluids/waste or infectious disease.
- Must be able to function under rapidly changing and demanding conditions.

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Appendix A – MidCentral’s Values and Behaviours

All employees of MidCentral will adopt and aspire to role model the behaviours based on its values in the following way:

COMPASSIONATE - KIA WHAI AROHA

- Is responsive to the needs of people, whānau and the community.
- Strives to deliver beyond expectations and go the extra mile.
- Shows concern for others and offers proactive and timely assistance and support to others.
- Is empathetic and mindful of others and sensitive to their feelings.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.

RESPECTFUL – KIA WHAI NGĀKAU

- Shows politeness, admiration and honour to others and does not cause offence.
- Actively listens when someone is speaking and shows value for other peoples’ perspectives.
- Genuinely engages and listens to others and considers their views while making decisions.
- Is inclusive of diverse perspectives and the cultural beliefs of others and actively seeks to improve own knowledge.
- Recognises team member strengths and development needs, and coaches them to maximise their potential.

COURAGEOUS – KIA MĀTĀTOA

- Speaks up when things are not right.
- Is adventurous in search of feedback and is open to feedback.
- Puts organisational interests ahead of their own.
- Speaks up when they have to contribute or when other’s behaviour is inconsistent with the MidCentral’s values.
- Champions innovative ideas in the team, and on behalf of the team.
- Is willing to question accepted approaches and processes and open to challenge.

ACCOUNTABLE – KIA NOHO HAEPAPA

- Acknowledges and assumes responsibility for their actions and does not blame others when things go wrong.
- Strives for excellence and delivers high quality care that focuses on the needs of the consumer and whānau.
- Is innovative and strives for quality and excellence.
- Following through on conversations – saying what you will do and doing what you say.
- Is able to intervene effectively when progress against budgets, plans or projects is off track.
- Is committed to rapid resolution of complaints, problems and issues.

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Appendix B – MidCentral’s Strategy

WE ARE COMMITTED TO

Ka ū tā mātou mahi

QUALITY LIVING
Kia pai te noho

HEALTHY LIVES
Kia ora te tangata

WELL COMMUNITIES
Kia ora te hapori

WE ARE ABOUT

Better health outcomes, better health care for all

Ko tā mātou mahi

He whakapai ake i te hauora hei oranga mā te katoa

WE WILL BE

<i>Compassionate</i>	<i>Respectful</i>
<i>Courageous</i>	<i>Accountable</i>

Ka pēnei mātou

<i>Ka whai aroha</i>	<i>Ka whai ngākau</i>
<i>Ka mātātōa</i>	<i>Ka noho haepapa</i>

INDIVIDUALLY AND TOGETHER WE WILL

Achieve quality and excellence by design

Connect and transform primary, community and specialist care

Partner with people and whānau to support health and wellbeing

Achieve equity of outcomes across communities

He mahi takitahi hei toa takitini

Kia kōunga, kia hiranga te hoahoa

Kia mahi tāhi me te tangata, me te whānau hei tautoko i te hauora me te oranga

Kia tūhono e pai ake ai te atawhai tuatahi, te atawhai hapori, te atawhai ngālo

Kia tākeke ngā hua mā ngā hapori katoa

WE WILL ACHIEVE THIS SUCCESS THROUGH OUR

<i>People</i>	<i>Partners</i>	<i>Information</i>	<i>Stewardship</i>	<i>Innovation</i>
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Ka eke angitu mātou mā

<i>Ō mātou iwi</i>	<i>Ō mātou hoa mahi</i>	<i>Te whakamāhio</i>	<i>Te tiaki</i>	<i>Te auaha</i>
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Appendix C: Registered Nurse – Scope of Practice

(Under the Health Practitioners Competence Assurance Act 2003)

Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs and 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, and delegate to and direct enrolled nurses, health care 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. This occurs in a range of settings in partnership with individuals, families, whānau and communities.

Registered nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered nurses may also use this expertise to manage, teach, evaluate and research nursing practice. Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards.

There will be conditions placed in the scope of practice of some registered nurses according to their qualifications or experience limiting them to a specific area of practice. Some nurses who have completed the required additional experience, education and training will be authorised by the Council to prescribe some medicines within their competence and area of practice.

The Nursing Council's Competencies for Registered Nurses (2016) describe the skills and activities of registered nurses.

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