



## Job Description

### Registered Nurse – Emergency Department

<b>Position No:</b>	19909-086
<b>Report To:</b>	Clinical Nurse Manager
<b>Liase with:</b>	Director of Nursing Nurse Educator Allied Health Clients, Families Duty Manager Medical staff Maori Health Services Specialty Nurses

#### Main Purpose

The Registered Nurse is employed to:  
Provide safe, effective client care using professional knowledge and skills in accordance with Bay of Plenty District Health Board:

- Policies and protocols
- Registered Nurse Scope of Practice
- Nursing Practice Standards.
- Professional Development and Recognition Programme (PDRP).

Provide appropriate delegation and direction to Health Care Assistants and Friends for the Emergency Department (FEDS) working within the department team.

Practise in accordance with the partnership inherent in the Treaty of Waitangi.

#### Principal Accountabilities

##### 1. Management of Nursing Care

- Undertakes a comprehensive and accurate emergency nursing assessment of clients using suitable assessment tools underpinned by evidenced based knowledge
- Contributes to emergency care planning that, involving clients, and demonstrates an understanding of clients' rights to make informed decisions
- Ensures the client is provided with appropriate information to make informed decisions relating to treatment, and care reflects clients preferences

- Provides nursing care that promotes early interventions, according to plan and undertakes clinical practice procedures and skills in a competent and safe way to ensure accurate management of patients in the emergency department
- Completes the New Zealand College of Emergency Nurses National Triage Course to enable triage decision making
- Able to discuss ethical issues related to area of practice with clients/families and the health care team
- Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework
- Demonstrates computer skills necessary to organise data for essential care delivery
- Evaluates client's progress toward expected outcomes, including treatments and health education, in collaboration with the client and the health care team
- Evaluates the effectiveness of nursing care seeking assistance and knowledge as necessary and rationalises own nursing care
- Educates client to maintain and promote health according to client needs
- Takes appropriate nursing actions in emergency situations and other situations that compromise client safety
- Takes responsibility for maintaining own professional development 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
- Duties are rostered and rotating where a 24 hour, 7 day service is provided

## **2. Professional Responsibility**

- Practises safely based on professional, ethical and legal standards in accord with relevant legislation, codes, and policies and upholds client rights derived from that legislation
- Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice, and the improvement of Maori health status
- Practises nursing in a manner that the client determines as culturally safe
- Promotes an environment that enables client safety, independence, quality of life, and health
- Demonstrates accountability for directing, monitoring and evaluating nursing care that is delegated to HCAs and FEDS.
- Participates in regular Performance Reviews and contributes to peer review
- Maintains infection control principles.
- Evaluates environmental safety, completes hazard identification and risk assessments
- Responds appropriately in an emergency situation consistent with resuscitation Council ACLS principles and trauma principles
- Ensuring emergency equipment is maintained prior to commencement of each shift and assists other staff in the same
- Proactive and responsible in maintaining health and safety for clients, staff and public

## **3. Interpersonal Relationships**

- Initiates, maintains and concludes therapeutic interpersonal interactions with clients

- Communicates effectively, positively and courteously with clients and the health care team
- Resolves problems and conflicts effectively using departmental and organisational structures and processes
- Practises nursing in partnership with the client acknowledging family/whanau perspectives and supports

#### **4. Interprofessional Health Care and Quality Improvement**

- 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 and other health team members
- Makes appropriate referrals to other health team members
- Recognises and values the roles and skills of all members of the health care team in the delivery of care
- Demonstrates a 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

A function of BOPDHB is to provide a 24-hour service. This may at times necessitate you being required to change duties or transfer to another ward or department to ensure adequate coverage.

This position description is not exhaustive and the incumbent may be requested to perform any reasonable task within the scope of the position as requested by the Clinical Nurse Leader.

This position description will be reviewed from time to time in consultation with the incumbent.

#### **HEALTH PRACTITIONERS COMPETENCE ASSURANCE ACT 2003**

1. You are required to maintain your current competency based practicing certificate
2. You must notify Manager of any changes to scope or conditions on practice (determined by Regulatory Authority)
3. You must complete the requirements of any competency programme
4. You must notify employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. You are required to know the provisions of the HPCAA as the governing legislation

#### **HEALTH AND SAFETY**

You are expected to meet the health and safety requirements set out in BOPDHB policies and protocols and any other requirements set out in the Health and Safety in Employment Act 1992.

## **TREATY OF WAITANGI/CULTURAL COMPETENCIES**

BOPDHB is committed to the principles of the Treaty of Waitangi

### **The Person**

#### **Essential**

- Registered Nurse with current practising certificate.

#### **Desirable**

- Computer literate

#### **Relevant Experience**

- Minimum of 3 years post registration with basic Medical/Surgical experience included
- ED experience of specific ED certifications and advantage
- ICU / CCU / Post anaesthetic experience an advantage

#### **Personal Attributes**

- 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
- Ability to delegate or be directed
- Good health, physically strong and tidy presentation.
- Keen to learn and develop new skills
- Have a commitment to quality and the provision of quality care
- Show cultural sensitivity and work in partnership with client/family/whanau
- Show a caring but professional manner in all aspects of work
- Flexible and adaptable
- Able to prioritise work requirements
- Takes pride in professional presentation of self