



Position Description

Graduate Registered Nurse

Report To: Clinical Nurse Manager

Liase with: Nurse Coordinator-Nurse Entry to Practice Programme
Preceptor
Nurse Educators
Director of Nursing
Allied Health
Clients, Family / Whanau
Duty Manager
Medical Staff
Maori Health Services
Specialty Nurses

Main Purpose:

The Graduate Registered Nurse is employed to undertake a time of transition within the supportive environment of the Nurse Entry to Practice Programme (NETP Programme) 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)

Provides appropriate delegation and direction to Enrolled Nurses (EN) and Health Care Assistants (HCA) within the department team.

Practices in accordance with the partnership inherent within the Treaty of Waitangi.

Principal Accountabilities

1. Management of Nursing Care

- Undertakes a comprehensive and accurate nursing assessment of clients using suitable assessment tools underpinned by evidenced based knowledge
- Contributes to care planning, 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 according to plan and undertakes clinical practice procedures and skills in a competent and safe way
- Able to discuss ethical issues related to area of practice with clients/families and the health care team

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- Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework
- Develops computer skills necessary to organise data for essential care delivery
- With guidance, 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
- 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, including attendance at monthly graduate nurse study days, and sharing knowledge with others
- Contributes to the support, direction and teaching of colleagues to enhance professional development
- During the NETP programme develops a professional portfolio
- Duties are rostered and rotating where a 24 hour, 7 day service is provided

2. Professional Responsibility

- Practices 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
- Practices 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 ENs and HCAs.
- Participates in regular Performance Reviews and contributes to peer review
- Maintains infection control principles.
- Evaluates environmental safety, completes hazard identification and risk assessments
- 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
- Demonstrates ability to work within new team and become an effective team member
- Communicates effectively, positively and courteously with clients and the health care team
- Practices nursing in partnership with the client acknowledging family/whanau perspectives and supports
- With support resolves problems and conflicts effectively using organisational structures and processes

4. Interprofessional Health Care and Quality Improvement

- With guidance 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
- Develops a knowledge of community services and resources
- Participates in continual quality improvement activities to monitor and improve standards of nursing

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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 Manager.

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 your 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. 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 a current annual practicing certificate

Personal Attributes

- Show mutual respect – positively contributing to the good of the department
- Able to communicate effectively with all staff, clients, or families / whanau
- 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
- Dedicated team player
- Show a caring but professional manner in all aspects of work