REGISERED NURSE, PACU 2 AND ENDOSCOPY

1. PURPOSE OF POSITION
To provide safe and effective care to patients utilising nursing knowledge and skills within rostered areas of work - PACU 2 and Endoscopy.

To consolidate and develop nursing knowledge and clinical skills within the practice setting and through post graduate studies.

To be available for rostered duties as dictated by the Clinical Nurse Manager or his/her designate.

To liaise with the Clinical Nurse Manager in regard to any nursing, risk management, equipment maintenance, quality improvement or patient safety issues.

To ensure the efficient and effective use of all consumables.

To be supportive of the vision (Te Mataite) of TDHB: "Taranaki together a healthy community Taranaki Whanau he rohe oranga"; and our mission (Te Kaupapa) “Improving, promoting, protecting and caring for the health and wellbeing of the people of Taranaki”.

To practice within the framework of the TDHB Nursing and Midwifery Philosophy.

2. ORGANISATIONAL VALUES
The Taranaki District Health Board’s (DHB) mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB’s values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:

<table>
<thead>
<tr>
<th>Partnerships</th>
<th>WHANAUNGATANGA</th>
<th>We work together to achieve our goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courage</td>
<td>MANAWANUI</td>
<td>We have the courage to do what is right</td>
</tr>
<tr>
<td>Empowerment</td>
<td>MANA MOTUHAKE</td>
<td>We support each other to make the best decisions</td>
</tr>
<tr>
<td>People Matter</td>
<td>MAHAKITANGA</td>
<td>We value each other, our patients and whanau</td>
</tr>
<tr>
<td>Safety</td>
<td>MANAAKITANGA</td>
<td>We provide excellent care in a safe and trusted environment</td>
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3. DIMENSIONS

<table>
<thead>
<tr>
<th>Reports to:</th>
<th>Clinical Nurse Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of people reporting to you</td>
<td>0</td>
</tr>
<tr>
<td>Financial limits authority</td>
<td>0</td>
</tr>
<tr>
<td>Operating Budget</td>
<td>0</td>
</tr>
</tbody>
</table>
4. WORKING RELATIONSHIPS

<table>
<thead>
<tr>
<th>External</th>
<th>Internal</th>
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</table>
| Community Health Providers including General Practice teams, Community Nursing teams, Community Pharmacies and Non Governmental Organisations. | Clinical Nurse Manager  
TDHB Clinical Staff including Doctors, Pharmacy, Allied Health and clerical staff  
TDHB support staff including orderlies, cleaners, technicians and chaplain |

5. ACCOUNTABILITIES

<table>
<thead>
<tr>
<th>Key area of responsibility</th>
<th>Expected outcomes</th>
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</table>
| 1. Provide skilled and culturally safe nursing care | • Assess each patient on admission or transfer.  
• Analyse the assessment data in determining nursing diagnoses.  
• Identify individualised expected client outcomes.  
• Develop a plan of care that prescribes interventions to attain expected outcomes.  
• Implement or delegate the interventions identified in the professional plan of care.  
• Evaluate client progress towards attainment of expected outcomes and modify the plan of care to optimise patient outcomes as required.  
• Involve patients and where appropriate their families in the planning of care and keep them informed at all appropriate stages.  
• Respond appropriately in an emergency.  
• Practice in a manner that the recipient of care determines as being culturally safe. |
| 2. Collaborate with the health care team to provide the best possible client outcomes. | • Collaborate with the client, family and health care team in the provision of care.  
• Ensure the multidisciplinary team has access to the patient to achieve health outcomes.  
• Facilitate appropriate exchange of information with multidisciplinary team and services within the organisation. |
| 3. Contribute to continuous quality improvement in work practices. | • Systematically evaluate the quality and effectiveness of nursing practice.  
• Utilise evidence based findings in practice.  
• Ensure patient information is kept up to date.  
• Maintain environment and facilities to ensure safe, effective, quality service provision. |
| 4. Demonstrate professional accountability and | • Evaluate her/his own practice in relation to professional practice standards and relevant statutes and regulations.  
• Acquire and maintain current knowledge and competency |
### Registered Nurse – Endoscopy and PACU 2

| leadership | in nursing practice.  
| - Foster a professional environment through interactions with, and contributions to, the professional development of peers and other health care providers as colleagues.  
| - Factor in considerations related to safety, effectiveness and cost in planning and delivering patient / client care.  
| - Ensure that her / his actions on behalf of patients / clients are based on ethical principles. |

<table>
<thead>
<tr>
<th>Organisational Accountabilities</th>
<th>Expected Outcome for all employees</th>
</tr>
</thead>
</table>
| Health Equity                  | The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:  
| - the Pae Ora Framework which requires:  
|  | o Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi;  
|  | o Improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1;  
|  | o Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori;  
|  | o Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy;  
|  | o Ensuring appropriate health literacy responses are used for effective engagement with Māori;  
|  | - You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures;  
|  | - You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff. |

| Health and Safety | - Maintains a safe and healthy environment  
| - Complies with health & safety policies and procedures  
| - Carries out work in a way that does not adversely affect their health and safety or that of other workers  
| - Complies with procedures and correctly use personal protective equipment and safety devices provided  
| - Contributes to hazard identification and management process |
Organisational Accountabilities | Expected Outcome for all employees
--- | ---
 | • Reports accurately near misses/incidents/accidents in a timely manner  
  | • Participates in health and safety matters
Personal Development | • Fully contributes to the individuals team performance and is committed to identify and pursue opportunities for developing new knowledge and skills.  
 | • Participates in the performance appraisal process where personal performance and development is reviewed.  
 | • Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. **VARIATION TO DUTIES**

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. **CAPABILITY REQUIREMENTS**

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Nursing team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

<table>
<thead>
<tr>
<th>Capability</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Effective Communication</strong></td>
<td>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making.</td>
</tr>
<tr>
<td><strong>Decision Making/Problem Solving</strong></td>
<td>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.</td>
</tr>
<tr>
<td><strong>Innovation/Initiative</strong></td>
<td>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</td>
</tr>
<tr>
<td><strong>Resilience/Flexibility</strong></td>
<td>Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts</td>
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Registered Nurse – Endoscopy and PACU 2

**Capability**

behave to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.

**Cultural Safety**

Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

**Teamwork**

Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the team’s success.

8. **EDUCATION**

- Must be a Registered Nurse with a current practising certificate.
- Have undertaken an approved NZNC education programme.

9. **SKILLS**

- Knowledge of Quality Assurance and accreditation principles, and a commitment to continuous improvement.
- Computer literate and evidence of very good oral and written communication abilities.
- Understand the dimensions that create a successful team.
- Able to cope with varied workload and work under pressure.

10. **EXPERIENCE**

- Knowledge of tikanga Maori.
- Previous experience in PACU 2 and Endoscopy would be an advantage.