



## Job Description

### Registered Nurse

### Child Health Services, Ward 2/SCBU

<b>Position Title:</b>	Registered Nurse, Ward 2/SCBU
<b>Organisation Unit:</b>	Child Health Services
<b>Location:</b>	Ward 2/SCBU, Northland District Health Board
<b>Responsible to:</b>	Clinical Nurse Manager, Ward 2/SCBU, Northland District Health Board
<b>Primary Functions of the Position:</b>	<ul style="list-style-type: none"> <li>To provide nursing care with a family centered approach that is safe, of the highest quality possible and in accordance with nursing council competencies.</li> <li>To maintain and enhance the professional standards of nursing and participate in the development of nursing within the Child Health Services.</li> <li>To participate as an effective team member within Child health Services</li> </ul>

## Functional Relationships

The Registered Nurse will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> <li>Clinical Nurse Manager</li> <li>Associate Clinical Nurse Manager</li> <li>Clinical Nurse Educator</li> <li>Director of Nursing and Midwifery</li> <li>Quality Facilitator</li> <li>Play Specialists</li> <li>Social Worker</li> <li>Duty Managers</li> <li>Nursing Teams</li> <li>Medical Staff</li> <li>Child Health Centre</li> <li>Paediatric Community Nursing Service</li> <li>Takawaenga</li> </ul>	<ul style="list-style-type: none"> <li>Patients and their families/whanau</li> <li>Community Agencies</li> </ul>

## Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Northland DHB:

Values	Supporting Statement
<b>Tāngata i te tuatahi</b> People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
<b>Whakaute (tuku mana)</b> Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
<b>Manaaki</b> Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
<b>Whakawhitiwhiti Kōrero</b> Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
<b>Te Hiranga</b> Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Registered Nurse encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Clinical practice
- Clinical Ethical and Legal Safety
- Cultural Safety
- Health Promotion/Education
- Inter-professional practice
- Professional Development/Leadership
- Health and Safety
- Privacy and Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures</li> <li>• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes</li> <li>• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner</li> <li>• Attend the Northland District Health Board Te Tiriti o Waitangi Training</li> </ul>
Clinical Practice	<p>Provide skilled family-focused nursing care through the application of clinical knowledge and theory to nursing practice.</p> <p><b>Interpersonal Skills</b></p> <ul style="list-style-type: none"> <li>• Interacts with neonate/child/family/whanau in a way that is non threatening and establishes a collaborative working relationship</li> <li>• Demonstrates sensitivity and an ability to work without imposing personal beliefs' and values</li> <li>• Demonstrates effective verbal and non-verbal communication skills when interacting with patients/clients and practitioners</li> <li>• Recognizes barriers that may inhibit communication</li> <li>• Demonstrate an ability to act as an advocate for neonates/children/family/whanau</li> </ul> <p><b>Care Planning and Discharge Planning</b></p> <ul style="list-style-type: none"> <li>• Demonstrate an ability to develop, evaluate and change care plans as required</li> <li>• Demonstrate an ability to understand patient data/information and it's implications for practice</li> <li>• Includes neonates/children/family/whanau in goal setting and planning of care</li> <li>• Plans discharge utilizing appropriate resources in a timely manner</li> </ul> <p><b>Clinical Skills</b></p> <ul style="list-style-type: none"> <li>• Identifies and interprets changes in the neonates/child's condition and responds appropriately</li> <li>• Competently performs clinical skills specific to area of practice</li> <li>• Records and evaluates information which is significant in facilitating family centered care</li> <li>• Manages own time, workload planning and task completion within appropriate time frames</li> <li>• Identify and apply links between theory and practice</li> </ul>

Key Responsibility Area	Expected Outcomes
Clinical Ethical and Legal Safety	<p>Provide skilled family-focused nursing care through the application of clinical knowledge and theory to nursing practice.</p> <ul style="list-style-type: none"> <li>• Interpersonal Skills</li> <li>• Interacts with neonate/child/family/whanau in a way that is non threatening and establishes a collaborative working relationship</li> <li>• Demonstrates sensitivity and an ability to work without imposing personal beliefs' and values</li> <li>• Demonstrates effective verbal and non-verbal communication skills when interacting with patients/clients and practitioners</li> <li>• Recognizes barriers that may inhibit communication</li> <li>• Demonstrate an ability to act as an advocate for neonates/children/family/whanau</li> <li>• Care Planning and Discharge Planning</li> <li>• Demonstrate an ability to develop, evaluate and change care plans as required</li> <li>• Demonstrate an ability to understand patient data/information and it's implications for practice</li> <li>• Includes neonates/children/family/whanau in goal setting and planning of care</li> <li>• Plans discharge utilizing appropriate resources in a timely manner</li> <li>• Clinical Skills</li> <li>• Identifies and interprets changes in the neonates/child's condition and responds appropriately</li> <li>• Competently performs clinical skills specific to area of practice</li> <li>• Records and evaluates information which is significant in facilitating family centered care</li> <li>• Manages own time, workload planning and task completion within appropriate time frames</li> <li>• Identify and apply links between theory and practice</li> </ul>
Cultural Safety	<p>Practice in a culturally safe manner</p> <ul style="list-style-type: none"> <li>• Demonstrates awareness of the neonatal/child/family/whanau cultural and spiritual beliefs and values</li> <li>• Establishes a relationship in partnership with the neonate/child/family/whanau that supports them in making informed choices</li> <li>• Attend Treaty of Waitangi workshop within one year of beginning contract</li> <li>• Understand the impact of the health care environment on neonates/children/families/whanau</li> <li>• Identifies culturally safe practice, policies and environments</li> <li>• Continues to develop knowledge in relation to Te Tiriti o Waitangi</li> </ul>

Key Responsibility Area	Expected Outcomes
Health Promotion and Education	Provide health promotion as an integral part of practice <ul style="list-style-type: none"> <li>• Incorporates principles and concepts of health promotion into care planning</li> <li>• Demonstrates the ability to incorporate principles of the Treaty of Waitangi in health promotion/education of neonates/children/family/whanau</li> <li>• Clarifies health promotion/education aims/goals for neonates/children/families/whanau and plans immediate and ongoing care to meet their needs</li> <li>• Demonstrates knowledge of hospital and community resources and develops a network of support people and resources to children's/families/whanau learning needs</li> </ul>
Inter-Professional practice	Demonstrates appropriate and effective multi-disciplinary teamwork <ul style="list-style-type: none"> <li>• Demonstrates and understanding of multi-disciplinary teamwork and the role of other health care providers</li> <li>• Demonstrates an ability to work cooperatively and communicate effectively with the multidisciplinary team</li> <li>• Provides constructive support to members of the multidisciplinary team</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>• Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management</li> <li>• Willingly co-operate in the achievement of all health and safety goals and initiatives by:               <ul style="list-style-type: none"> <li>• Practicing and observing safe work methods;</li> <li>• The use of safety equipment;</li> <li>• Reporting unsafe conditions or equipment; and</li> <li>• Reporting and documenting all accidents or incidents</li> </ul> </li> </ul>
Privacy and Confidentiality	<ul style="list-style-type: none"> <li>• Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Northland DHB's Privacy Policies and Procedures</li> <li>• Complete mandatory induction training on Privacy responsibilities</li> </ul>

## Variation of 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 may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

## Person Specification

### Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"><li>Registered Nurse</li></ul>	<ul style="list-style-type: none"><li>Post Graduate Qualification in Child Health/Neonates</li></ul>

### Experience

Essential	Desirable
<ul style="list-style-type: none"><li>One year post graduate in hospital setting</li></ul>	<ul style="list-style-type: none"><li>One year experience in neonates/child health setting</li></ul>

### Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"><li>Te Tiriti o Waitangi and its application to the health setting</li><li>Privacy Act (2020) and Health Information Privacy Code (2020)</li><li>Health and Safety at Work Act 2015</li></ul>	<ul style="list-style-type: none"><li>Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li><li>New Zealand Council of Healthcare Standards</li></ul>

### Skills & Personal Attributes

Skills
<ul style="list-style-type: none"><li>Excellent Communication</li><li>Good time management</li><li>Excellent documentation</li><li>Ability to mentor</li></ul>

Personal Attributes
<ul style="list-style-type: none"><li>Initiative and motivation</li><li>Good team player</li><li>Reliable</li><li>Ability to demonstrate leadership qualities</li></ul>

## Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title \_\_\_\_\_

Signature of employee: \_\_\_\_\_

Date: \_\_\_\_\_