

Job Description

Registered Nurse - Variance Response Management Team

Integrated Operations Unit

Position Title:	Registered Nurse (RN) Variance Response Management (VRM) Team
Organisation Unit:	Acute Care Inpatient Services within Whangārei Hospital Campus
Location:	Whangārei, Te Whatu Ora – Health New Zealand Te Tai Tokerau (Te Whatu Ora)
Responsible to:	CNM Safer after Hours, Integrated Operations Centre, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<p>The Registered Nurse role is to meet the needs of patients and their family/whanau using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensure continuity, and is patient/client centred, culturally sensitive and evidence-based.</p> <p>This role will operate within a team nursing model of care across a range of acute, inpatient services in response to negative variance as defined by Care, Capacity Demand Management (CCDM) / Safe Staffing Programme.</p>

Functional Relationships

The registered nurse will develop and maintain excellent relationships with:

Internal	External
<p>Core</p> <ul style="list-style-type: none"> • Patients/clients/family/whānau • Clinical Nurse Manager/s • Registered Nurses/Midwives • Health Care Assistants • Interdisciplinary Team • Ward/ Service quality groups • Duty Managers 	<p>Core</p> <ul style="list-style-type: none"> • Nursing Council of New Zealand • Professional bodies and associations. • External providers relevant to area of practice

Key Responsibilities and Expected Outcomes

Te Whatu Ora 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 Te Whatu Ora:

Values	Supporting Statement
Tāngata i te tuatahi 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
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki 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
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
Te Hiranga 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,
- Professional responsibilities,
- Management of nursing care,
- Interpersonal relationships,
- Interprofessional health care and quality improvement,
- Health and Safety
- Privacy & 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"> • 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 Te Whatu Ora management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Te Whatu Ora Te Tiriti o Waitangi Training

Key Responsibility Area	Expected Outcomes
<p>Professional Responsibilities.</p> <p>Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate judgement and accountability for own actions and decisions.</p>	<ul style="list-style-type: none"> • Maintains professional portfolio and annual practice registration. • Practices in accordance with legal, ethical, culturally safe and professional standards. • Maintains and develops own clinical expertise and knowledge of nursing practice. • Fosters inquiry and critical thinking amongst colleagues to advance nursing practice and patient/client care. • Participates in peer review/feedback. • Pro-actively participates in own professional development and review. • Attends educational opportunities relevant to registered nurse role and scope of practice.
<p>Management of nursing care.</p> <p>Includes accountability related to the patients/clients assessment and management of nursing care that is supported by nursing knowledge and evidence based research.</p>	<ul style="list-style-type: none"> • Uses nursing knowledge and skills to assess, plan, implement and evaluate patients/clients/family/ whānau health needs. • Provides direct nursing care for patients to achieve best health outcomes. • Evaluates clinical outcomes and reports variance to clinical pathway, protocols or best practice guidelines. • Educates and provides information to patients/clients/family/whānau to improve knowledge of disease/illness, self-management and prevention to health care providers and support agencies to meet identified health needs. • Contributes to effective discharge planning and /or referral processes to health care providers and support agencies to meet identified health needs. • Accurately documents assessments of patients/clients health status, diagnosis and response to nursing and others interventions and treatments. • Applies diagnostic reasoning and professional judgement to nursing practice issues/decisions. • Role models culturally safe nursing practice. • Fosters the provision of positive patient/client outcomes and person centred care.
<p>Interpersonal relationship.</p> <p>Includes accountability for interpersonal and therapeutic communication with patients/clients/family/whānau and members of the health care team.</p>	<ul style="list-style-type: none"> • Collaborate and communicates with multidisciplinary team to co-ordinate care to achieve best health outcomes. • Promotes effective teamwork and collaborative relationships within the multidisciplinary team. • Fosters the implementation of organisational and nursing goals and values. • Promotes Te Whatu Ora Te Tai Tokerau as a centre of excellence for nursing practice.

Key Responsibility Area	Expected Outcomes
<p>Inter-professional health care and quality improvement.</p> <p>Includes accountability for evaluating the effectiveness of care and promotion of a nursing perspective within the health care team.</p>	<ul style="list-style-type: none"> • Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients/family/whānau and staff. • Contributes to evidence-based nursing practice. • Demonstrates commitment to quality improvements, risk management and resource utilization. • Provides input into clinical standards/protocols and policies and undertakes clinical audits as required. • Evaluates the effectiveness, efficiency and safety of clinical practice. • Participates in the implementation of nursing models of care appropriate to patients/clients population needs. • Assists in the implementation of initiatives to address differential access to health care services for Māori. • Acts to identify and minimise organisational risk. • Contributes to and participates in policy development. • Participates in care review and debriefing activities as required.
<p>Health & Safety</p>	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Te Whatu Ora Health and Safety Policy and annual objectives • Promote an environment of physical, occupational, cultural, ethical and legal safety • Participate in the organisation’s Health and Safety Management training programme. • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> ○ Practicing and observing safe work methods; ○ The use of safety equipment; ○ Reporting unsafe conditions or equipment; and ○ Reporting and documenting all accidents or incidents
<p>Privacy and Confidentiality</p>	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Complete mandatory induction training on Privacy responsibilities

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">• RGN; RGON; RPN; RCpN with or without BN or BHSC (nursing)• Registration with the Nursing Council of New Zealand• A current Annual Practising Certificate• A commitment to biculturalism• A commitment to achieving equitable outcomes for Māori;• A personal commitment to on-going learning and development	<ul style="list-style-type: none">• Post Graduate Certificate or Diploma• Competent Professional Development and Recognition Programme Portfolio or equivalent.

Experience

Essential	Desirable
<ul style="list-style-type: none">• At least 2 years post registration experience in an acute inpatient service• Demonstrate an understanding of the significance of and obligation under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role• Demonstrate alignment with the organisations' values• Works as part of a team	<ul style="list-style-type: none">•

Awareness and Understanding of

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

Skills & Personal Attributes

Skills

Interpersonal Skills

- Is skilled at relating to and building rapport with others, and in maintaining harmonious and supportive working relationships
- Has the ability to work independently, as well as, the ability to be an excellent team player
- Encourages teamwork, cooperation and a positive attitude
- Works collaboratively with multi-disciplinary teams
- Has a positive manner and treats people with tact, respect and diplomacy

Communication Skills

- Communicates effectively, listening to and encouraging the viewpoints of others
- Has excellent written communication skills
- Actively shares knowledge, information and experience with others
- Has sound conflict resolution skills
- Has the ability to communicate with all levels of staff and to develop relevant networks

Fit with Te Whatu Ora Values

- Demonstrates honesty, integrity and respect for all patients, carers and staff
- Respects the rights of individuals and maintains patient privacy and confidentiality
- Role models high professional standards always
- Has a strong patient/client focus

Personal Attributes

Excellence Focus

- Has a flexible approach to work, showing an ability to adapt to new challenges
- Has self-insight and the ability to reflect on practice
- Sets high personal standards and strives to achieve goals
- Has the ability to critique research and uses relevant information to support quality improvement activities and projects

Problem Solving/Decision Making

- Demonstrates a creative approach to problem solving that is solution focused
- Applies objective and fair reasoning problem solving and decision making
- Considers the wider implications of actions and decisions
- Is confident and competent in decision making

Leadership

- Has a strong commitment to patient safety, quality improvement and ensuring an excellent standard of care delivery
- Demonstrates cultural competency and understands its application to nursing/midwifery practice
- Is skilled at mentorship, coaching and appropriate delegation
- Demonstrates an ability to lead and facilitate change
- Is a professional leader and role model with the ability to inspire, motivate and develop others
- Is committed to the development of the nursing/midwifery profession
- Has a participative and collaborative leadership style

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: