

Job Description

Registered Nurse

Perioperative Service

Position Title:	Registered Nurse
Organisation Unit:	Perioperative Service
Location:	Whangarei Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Nurse Manager, Perioperative Service, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<ul style="list-style-type: none"> To provide quality nursing care and support to surgical clients To participate as an effective member of the Perioperative team

Functional Relationships

The Registered Nurse will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> Nurse Manager, Perioperative Services Associate Clinical Nurse Managers Perioperative Clinical Educator Surgeons Anaesthetists Charge Anaesthetic Technician Anaesthetic Technicians PACU & SAU Staff Ward Nursing Staff All ancillary theatre staff Nursing & Midwifery Directorate 	<ul style="list-style-type: none"> Patients and their family/whānau Northtec students and educators

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau 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 Te Tai Tokerau:

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 and 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
- To provide comprehensive, individualised care to patients in the Perioperative environment as a fully participating member of the multi-disciplinary team
- Be accountable for the delivery of clinical care in a safe and appropriate manner
- To ensure the patient's legal, privacy and confidentiality rights are known and understood by self and the client
- Knowledge and skill development is ongoing and current
- Quality assurance
- 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 District Health Board 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 Northland District Health Board Te Tiriti o Waitangi Training
To provide comprehensive, individualised care to patients in the Perioperative environment as a fully participating member of the multi-disciplinary team	<ul style="list-style-type: none"> • Maintain a high standard of safe work practices that are evidenced based and meet the needs of the patient • Participate in the team approach for the provision of patient care • Establish and maintain effective lines of communication with all members of the multi-disciplinary team, patients and family/whanau • Encourage a knowledge sharing relationship with colleagues that fosters learning/teaching with all levels of nurses and students • Utilise observation and assessment skills to monitor patient's journey through theatre and meet identified patient needs • Maintain comprehensive and accurate documentation • Incorporate the cultural needs of Tangata Whenua and other appropriate groups when delivering nursing care, seeking out appropriate advice on cultural matters
Be accountable for the delivery of clinical care in a safe and appropriate manner	<ul style="list-style-type: none"> • Appropriately initiate, maintain and terminate therapeutic relationships/partnerships • Practice within team settings, accepting responsibility for decisions and activities implemented • Practice within accepted theatre and Northland DHB guidelines, protocols and policies • Initiates action to reduce/ correct/ prevent actual or potential risks to patients and colleagues • Accidents, incidents, errors/omissions are acknowledged, reported and documented promptly • Effective time management, priority setting, co-ordination and communication skills are practiced • Practice within the Registered Nurse scope of practice • Participate in the direction and supervision of Enrolled Nurses, Nurse Assistants and Health Care Assistants

Key Responsibility Area	Expected Outcomes
To ensure the patient's legal, privacy and confidentiality rights are known and understood by self and the client	<ul style="list-style-type: none"> • Ensure safe and appropriate handling and storage of all patient property, notes and specimens/body parts • Ensure that all concerns, complaints and issues are brought to the attention of the Perioperative Nurse Manager or appropriate personnel in a timely and effective manner, in accordance with Service policies and procedures • Involve the patient and family/whānau in the formation of care/treatment plan
Knowledge and skill development are on-going and current	<ul style="list-style-type: none"> • Develop and maintain personal, professional practice in accordance with professional standards, best practice, legislative requirements, policies and guidelines • Ensure designations are up to date and reviewed as required by protocols and policies of organisation • Adopt a collaborative and inclusive approach with colleagues and other members of the multi-disciplinary team • Seeks additional knowledge/assistance when presented with unfamiliar situations/patient conditions • Provide education, guidance and support to colleagues to practice in the most autonomous and accountable manner given their level of skill and experience thereby acting as a resource to the surgical service • Participate in the performance management process and will involve the formulation of a personal work development plan, which will be revised annually • As level of experience increases so does the level of responsibility, including participation in preceptorship and special projects
Quality Assurance	<ul style="list-style-type: none"> • Participates in the quality assurance processes which lead to the adoption of improved policies/ protocols for the Service • Collects and records accurately appropriate information to create seamless transfer of such information • Identifies areas of improvement
Health & Safety	<ul style="list-style-type: none"> • 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
Privacy and Confidentiality	<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 Te Tai Tokerau • 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">Registered NurseRegistration with New Zealand Nursing CouncilCurrent Practising Certificate	<ul style="list-style-type: none">Post Graduate Certificate (Perioperative)Participation in PDRP program

Experience

Essential	Desirable
<ul style="list-style-type: none">Demonstrated ability to practice in a culturally safe mannerDemonstrated ability to be a functional and effective team member	<ul style="list-style-type: none">Previous theatre/ Perioperative experience

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none">Te Tiriti o Waitangi and its application to the health settingPrivacy 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
<ul style="list-style-type: none">Effective communication to develop harmonious working relationshipsEffective time managementStrong attention to detailAccuracy and precision in both technical and clerical aspects of the jobAbility to follow clear guidelines and set proceduresOrganise and methodical methods of workingAble to work as part of a teamAbility to self-evaluate and reflect on practice

Personal Attributes

- Ability to get on with co-workers – showing mutual respect
- Keen to learn and develop new skills
- Commitment to quality and provision of quality care
- Flexible and adaptable
- Professional appearance, attitude and presentation
- Responsible and accountable for own performance
- Adaptable and flexible, open to new ideas and concepts

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: _____