



HR: Registered Nurse Position Description		
Issued: Dec 2007	Updated: March 2014	Review: As Required
Authorised by: Care Director		NURSI/PD003

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Position Description

Position Details: Registered Nurse
Reports To: Clinical Mentor
Coaching and Guiding: Care Partners and Household Co-ordinators

Purpose of the Position:

- To use nursing knowledge, skills and the nursing process to promote health and wellbeing of residents.
- To detect and respond appropriately to early signs of residents' reversible illness
- To act as a coach and a mentor to household co-ordinators and care partners
- To advise care partners and residents on resident health, nursing and care issues.
- To ensure health assessments are performed on all residents in a timely and responsive manner.

Authorities:
 This position has the following delegated authority:

Direct Reports (if Applicable):	Budget Accountability (if Applicable):
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External	Internal	Committees/Groups
Visiting nurse specialists from ADHB, Hospice, Community Mental Health Service and other providers. GPs and other medical specialists. Contractors.	Residents & Families, Clinical Mentors Care Director CEO Quality and Development Co-ordinator Senior Accountant New Residents Co-ordinator Volunteer Co-ordinator Household Support Co-ordinator Maintenance Officer Receptionist	Eden in OZ and NZ First Do No Harm Cluster Group NZACA Quality Groups

Values (What we Believe)

As an Eden Alternative Registered Home we live by the Ten Eden Principles and we value:

- Close and continuing contact with plants, animals and children – these relationships make a life worth living
- Loving companionship – it is the antidote to loneliness
- The giving and receiving of care – it is the antidote to helplessness
- Spontaneity and variety – they are the antidote to boredom.
- Meaningful activity – it is essential to human health.
- Medical and nursing care that promotes health and growth.
- Resident-centred care where decisions are made by residents and those closest to residents.
- Endurance and perseverance – this is a long and hard journey.



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- Wise leadership – without it these things will not happen.
 - The principles of partnership with Maori.
- And we celebrate and honour the diversity of the many cultures that make up the Knox community.

The Knox Way (How We Live)

At Knox Home :

- We work as a team.
- We embrace change with optimism.
- We promote well-being
- We reciprocate care.
- We are hardworking and productive.
- We are reliable
- We are curious and innovative.
- We laugh and have fun

Qualifications, Experience, Skills

Essential

- Registered Nurse with current Annual Practising Certificate
- “Hands-on” clinical nursing skills
- Evidence of continuous commitment to professional development
- Good clinical knowledge and evidence of professional leadership qualities
- Well-developed assessment skills
- Wound management skills.
- Knowledge and understanding of medico/legal and ethical responsibilities of nurses and carers
- Computer skills – competent with all Microsoft Office applications.
- Good clinical documentation skills

Desirable:

- Post-graduate nursing qualifications or working towards this.
- Gerontological, rehabilitation or community mental health nursing experience
- Experience with use of Inter-rai assessments

Demeanour/Attitudes

- Personal qualities and attributes that are consistent with “The Knox Way
- Commitment to the Eden Alternative Principles
- Shows perpetual curiosity and an openness to creative solutions
- Is resident and multidisciplinary-focused
- Displays initiative, motivation and high personal standards
- Committed to ongoing education and professional development
- Shows empathy and respect for individuals from diverse backgrounds

Confidentiality

There is an obligation on all staff to maintain confidentiality of all information relating to the Clients, Residents, Staff and Business of Elizabeth Knox Home and Hospital.

Key Accountabilities

What I am responsible for in my job

Standards/Achievements

Expected results/what I have to do

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<p>Acts as a Care Coach to residents and care partners</p> <p>Delivers high quality nursing care to residents</p>	<ul style="list-style-type: none"> • Uses nursing knowledge, skills and judgement to assess, plan, implement and evaluate care of residents. • Is alert to residents' changing health states and detects early signs of reversible illness. • Safely administers and evaluates effects of residents' medications. • Works in partnership with the medical staff to deliver excellent medical and healthcare to residents. • Works in partnership with families and other health professionals to identify the advanced care plan of residents • Works in partnership with families and other health professionals to regularly evaluate and plan care. • Documents care following HDSS and Nursing Council guidelines • Completes Inter-rai assessments in a timely manner. • Monitors the nutritional value of the meals and promotes food service practices that encourage residents to eat and enjoy the dining experience. • Minimises the use and impact of restraints in accordance with the HDSS • Reduces the incidence of falls by appropriately assessing, and planning care, constantly balancing resident safety with promotion of independence. • Controls the spread of infection in the households and homes • Assesses treats and evaluates wounds and advises on the prevention of pressure injury. • Assesses treats and evaluates continence and advises on the appropriate use of pads and equipment.
<p>Promotes, monitors and maintains a safe and hygienic physical environment.</p>	<ul style="list-style-type: none"> • Reduces damage to the environment by carefully moving and arranging equipment, furniture and wheelchairs. • Ensures equipment is appropriately and neatly stored. • Monitors the cleanliness of the environment and reports issues to the Household Support Co-ordinator
<p>Wise stewardship of resources</p>	<ul style="list-style-type: none"> • Uses appropriate resources and endeavours to reduce waste and damage to equipment/devices • Has input into the design and management of nursing/care partner rosters
<p>Quality Management</p>	<ul style="list-style-type: none"> • Responds to and reports complaints, following the EKHH Complaints and Issues Policy and Procedure. • Participates in internal audit and benchmarking of nursing and care practices. • Promptly and appropriately acts on areas of risk in a transparent and collaborative way. • Actively participates in quality initiatives and responds to the guidance direction of the Clinical Mentors . • Participates in learning and solution circles to encourage new ways of looking at old/recurring problems.
<p>People Development</p>	<ul style="list-style-type: none"> • Coaches and guides care partners and household co-ordinators.



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	<ul style="list-style-type: none"> • Promotes the well-being and growth of residents • Identifies opportunities to teach the Eden Alternative Principles.
Eden Alternative <i>Display understanding and commitment to Eden Alternative Principles</i>	<ul style="list-style-type: none"> • Acknowledges the EKHH commitment to eliminating loneliness, helplessness and boredom. • Supports resident growth through, development of a warm community, by the growth of human habitat.
Health and Safety <i>Everyone having a personal commitment to ensuring a safe and healthy workplace</i>	<ul style="list-style-type: none"> • Recognises individual responsibility for workplace Health & Safety in the Health and Safety Act 2015. • Understands and follows all employee health and safety responsibilities. • Uses required equipment safely and report any faults promptly. • Reports incidents, accidents and near misses promptly. • Participate in Health and Safety exercises, as required ie fire drills.
Personal Growth	<ul style="list-style-type: none"> • Seeks out opportunities for building professional knowledge. • Displays self-awareness and seeks help and training when required.
Cultural Safety <i>Honouring Cultural Diversity Commitment to the principles of Treaty of Waitangi</i>	<ul style="list-style-type: none"> • Respect, sensitivity, cultural awareness are evident in interpersonal relationships. • Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices.

Signed Employee: _____ Date: _____

Signed CEO/Manager/PA: _____ Date: _____