

Health New Zealand Te Whatu Ora	POSITION TITLE	Registered Nurse		
	GROUP	Hospital Group	DEPARTMENT	Intensive Care Unit
	REPORTING TO (operationally)	ICU CNM	REPORTING TO (professionally)	ICU CNM
GROUP RESPONSIBILITIES & DIRECT REPORTS	This role covers the Intensive Care Unit (ICU) & High Dependency Unit (HDU) at Te Matau a Māui Hawke’s Bay. Staff reporting Nil			
PURPOSE OF THE POSITION	Registered nurses utilise nursing knowledge and complex nursing judgment to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions, and delegate to and direct enrolled nurses, health care assistants and others. They provide comprehensive assessments to develop, implement, and evaluate an integrated plan of health care, and provide interventions that require substantial scientific and professional knowledge, skills and clinical decision making. Registered nurses are accountable for ensuring all health services they provide are consistent with their education and assessed competence, meet legislative requirements and are supported by appropriate standards. To provide specialised nursing care to critically ill patients in the ICU and HDU.			
KEY DELIVERABLES	The Registered Nurse will practice in accordance with the Nursing Council of New Zealand Code of Conduct and competencies for a Registered Nurse. The Registered Nurse will utilise their nursing knowledge to: <ul style="list-style-type: none"> • Demonstrate knowledge & judgement & is accountable for own actions and decisions, while promoting an environment that maximises health consumer safety, independence, quality of life and health. • Undertake nursing assessments, care planning & evaluation of the health consumer’s care, which is responsive to their needs, and which is supported by nursing knowledge, patient safety tools and evidence-based practice. • Demonstrate effective & therapeutic communication with health consumers & all team members which is clearly documented. • Evaluate the effectiveness of care & promotes a nursing perspective within the activities of the team. • Provide evidence-based health education and advice to patients and whanau to enable them to make health choices suitable to their needs and be self-managing. • Ensure documentation is accurate and maintains privacy, including use of assessment and acuity tools e.g. TrendCare. • Ensure TrendCare is completed accurately for patient load each duty. • Actively supports Variance Response Management (VRM) across the organisation. • Demonstrate responsibility for supporting the learning of others e.g. new staff, graduates, nursing students, within the clinical area. • You may be assigned additional portfolios within this role and these will be mutually agreed between yourself and your manager. • Engage in professional development and ongoing maintenance of continuing competence with a professional development recognition programme (PDRP) portfolio, evidenced within 12 months of commencing within the role. 			
HEALTH & SAFETY RESPONSIBILITIES	Te Matau a Māui Hawke’s Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are: <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions (You have the right to cease work if you believe that you, or others, are at risk of serious harm).			

KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> • Patients/Consumer/Tangata Whaiora • Clinical Nurse Manager / Associate Nurse Manager • Wider department nursing team • Wider organisational nursing teams • Director of Nursing / Associate Director of Nursing • Chief Nursing Officer • Professional Development Unit • Allied Health Staff • Medical Staff • Other team members • Administration staff 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Other service providers • Primary & NGO sector • Rural health providers • Regional services • Academic providers' students and staff • Nursing Council of New Zealand • New Zealand Nurses Organisation • Te Whatu Ora New Zealand • Te Aka Whai Ora • Health Quality and Safety Commission
DELEGATION AND DECISION	<p>Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines:</p> <ul style="list-style-type: none"> • Guideline: Responsibilities for direction and delegation of care to enrolled nurses (May 2011) • Guideline: Delegation of care by a registered nurse to a health care assistant (May 2011) 	
HOURS OF WORK	<p>1FTE, 80 hours per fortnight, Rostered / Rotating</p>	
EMPLOYMENT AGREEMENT & SALARY	<p>In accordance with the Te Whatu Ora / NZNO Nursing & Midwifery Collective Agreement (MECA), gross per annum according to qualifications and experience pro rata for hours worked.</p>	
TENURE	<p>Permanent, Full-Time</p>	
DATE	<p>March 2025</p>	

ESSENTIAL CRITERIA

Qualifications

- Current registration with Nursing Council of New Zealand as Registered Nurse.

Experience

- *A minimum of 4 years nursing in a Critical Care Unit.*
- *At least 5 years acute nursing experience.*

Business / Technical Skills

- Holds a current annual practising certificate as Registered Nurse.
- Holds a currently assessed nursing portfolio as assessed via an approved PDRP
- Demonstrated ability to work within a team.
- Demonstrated time management skills.
- Proficient in the management of patients requiring invasive mechanical ventilation.
- ALS or equivalent.
- IV designation.
- Arterial Line and Central venous line certification.
- Management of inotropic/vasoactive infusions.

Key Attributes

- Effective communication skills.
- Positive attitude.
- Critical thinking and problem-solving skills.

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

Able to kneel

Able to get 1 knee up on bed

Able to squat

Able to raise arms above head

Able to reach arms out in front

Able to walk up 2 flights of stairs without stopping

Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role

Vaccinations as per the current employee immunisation policy including annual influenza and COVID 19 vaccinations.

DESIRABLE CRITERIA

Experience

- Experience caring for critically ill paediatric patients
- CRRT
- ICP monitoring

Business / Technical Skills

- Computer literacy



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.