**POSITION TITLE**  
Registered Nurse - step 2 - step 6  
*(as per the NZNO/DHBs Nursing & Midwifery Multi Employer Collective Agreement)*

**DIRECTORATE**  
Mental Health & Addictions

**DEPARTMENT**  
Intensive Mental Health Service

**REPORTING TO**  
(operationally)  
Clinical Nurse Manager

**REPORTING TO**  
(professionally)  
Nurse Director

<table>
<thead>
<tr>
<th><strong>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</strong></th>
<th>Nil Direct or Indirect Reports</th>
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<tbody>
<tr>
<td><strong>PURPOSE OF THE POSITION</strong></td>
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<tr>
<td>▪ The nurse works in partnership with patients and their families / whanau and collaborates with the multi-disciplinary team, to provide quality nursing care that is safe, cost effective and in accordance with professional, organisational standards, policy and procedure.</td>
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<td>▪ To provide nursing care in line with the Nursing Council of New Zealand (2007) Competencies for the Registered Nurse Scope of Practice.</td>
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<td>▪ To support the delivery of the Hawkes Bay Health Sector vision and organisational wide KPI’s e.g. MOH targets, financial targets.</td>
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<td>▪ To recognise and support the delivery of the Hawkes Bay Health Sector vision.</td>
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<td><strong>PROFESSIONAL RESPONSIBILITY</strong></td>
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<td>Has knowledge and judgement in professional, legal, ethical responsibilities and cultural safety. Is accountable for own actions and decisions, while promoting an environment that maximises client safety, independence, quality of life and health.</td>
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<td>▪ Accepts individual responsibility and professional judgement for position requirements and decision making.</td>
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<td>▪ Demonstrates responsibility, accountability and commitment in nursing practice and to the nursing profession.</td>
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<tr>
<td>▪ Applies the Treaty of Waitangi to nursing practice, assisting patients to gain appropriate support cultural needs and preferences.</td>
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<td>▪ Demonstrates a clear understanding of direction and delgation when delegating work to others i.e. enrolled nurses, nursing students, care associates.</td>
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<td>▪ Seeks guidance from senior RN’s when required.</td>
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<td>▪ Recognises and manages risks to provide care that best meets the needs and interests of patients.</td>
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<td>▪ Demonstrates individual responsibility for professional development.</td>
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<tr>
<td><strong>MANAGEMENT OF NURSING CARE</strong></td>
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<td>Is responsive to client needs in relation to assessment and managing care, supported by nursing knowledge and evidence based research.</td>
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<tr>
<td>▪ Demonstrates competence and autonomy of practice in the clinical setting providing nursing care to patients with a range of needs.</td>
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<td>▪ Utilises nursing knowledge and skills through reflective practice and professional judgement to provide competent care and advice.</td>
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<td>▪Completes timely systematic holistic assessments to determine actual and potential risk problems.</td>
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<td>▪ Recognises recurring patterns related to monitoring and patient responses/conditions and is able to problem solve utilising assessment/monitoring data.</td>
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<tr>
<td>▪ Utilises assessment skills and nursing interventions to assess patient responses to treatments and adapt approaches to accommodate any changes.</td>
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**HAWKE'S BAY DISTRICT HEALTH BOARD**
In partnership with the patient, family / whanau, develops an individualised plan of care to achieve the desired outcomes.

Implements and coordinates the interventions to deliver the plan of care.

Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary.

Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework.

Actualises all patients in Trendcare (if applicable within ward / unit).

Takes action in situations that compromise the patient's safety and wellbeing.

Participates in health education, ensuring the patient understands relevant information related to their care.

INTERPERSONAL RELATIONSHIPS
Provides interpersonal and therapeutic communication with clients, other health professionals, including documentation.

Demonstrates respect, empathy and interest in the patient.

Participates in building clinical capacity and capability of nurses to meet the patient/consumer/tangata whaiora needs in an efficient and effective manner.

Demonstrates competence in applying the principles of teaching and learning in association with patient/client care.

Contributes to the development of nursing knowledge within the work area.

Communicates effectively with patients and members of the health care team.

INTERPROFESSIONAL HEALTH CARE and QUALITY IMPROVEMENT
Evaluates the effectiveness of care and promotes a nursing perspective within the inter-professional activities of the health care team.

Providing guidance and support to all team members including nursing students.

Maintains and documents information necessary for continuity of care.

Develops discharge plans in consultation with the patient and other team members.

Contributes to the coordination of patient care to maximise health outcomes.

Participates in quality systems, including standards of practice and service standards.

Demonstrates an understanding of quality improvement principles with translation into nursing practice.

PATIENT SAFETY

Demonstrates the use of patient safety mechanisms to identify near misses.

Participation in multi-disciplinary meetings and systems.

HEALTH & SAFETY RESPONSIBILITIES
HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:

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

<table>
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<tr>
<th>INTERNAL</th>
<th>EXTERNAL</th>
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<tbody>
<tr>
<td>• Patients/Consumer/Tangata Whaiora</td>
<td>• Families/whanau and caregivers</td>
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<tr>
<td>• Service Management team (ie, Nurse Director, Clinical Director, Service Director)</td>
<td>• General Practitioners</td>
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<tr>
<td>• Wider Organisational Nursing team (ie, Nurse Educators, Clinical Nurse Specialists, Nurse Practitioners, Registered and Enrolled Nurses)</td>
<td>• Practice Nurses</td>
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<tr>
<td>• Chief Nursing Officer</td>
<td>• Primary health providers</td>
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<tr>
<td>• Allied Health Staff</td>
<td>• Health agencies</td>
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<tr>
<td>• Medical Staff</td>
<td>• Rural Health centres</td>
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<tr>
<td>• Other team members (ie, Care Associates, Nursing students)</td>
<td>• Relevant advisory groups/committees</td>
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### DELEGATION AND DECISION

Registered Nurses practice are responsible for direction and delegation as outlined in the Nursing Council of New Zealand guidelines:
- 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

80 per fortnight – Flexible FTE

### EMPLOYMENT AGREEMENT & SALARY

In accordance with the DHB’s / NZNO Nursing & Midwifery Multi Employer Collective Agreement (MECA) $56,788 - $72,944 gross per annum according to qualifications and experience.

### DATE

April 2019

### EXPENDITURE & BUDGET ACCOUNTABILITY

Nil

### SCOPE & COMPLEXITY

- Works within a specific clinical area within scope of practice specified by CNM
- Effectively managing time and prioritising workload to ensure project work is completed within the agreed time.
ESSENTIAL CRITERIA

**Qualifications** (eg, tertiary, professional)
- Post graduate study, previous and/or planned

**Experience**
- A current practising certificate with the Nursing Council of New Zealand, with evidence of meeting continuing competence requirements.
- Commitment to the Hawkes Bay District Health Board, professional development recognition programme, evidenced by portfolio submission 6 months after commencement of employment.
- Demonstrated time management skills
- Demonstrated ability to work within a team
- Excellent communication skills

**Business / Technical Skills**
(e.g. computing, negotiating, leadership, project management)

**Competencies**
- Credibility and integrity (embraces professionalism and ethical practice).
- Ability to grasp implications of a situation quickly

**Key Attributes**
- Effective communication skills
- Positive attitude with problem solving focus

**Effectively Engaging with Māori**
- Demonstrates the ability to engage effectively with Māori staff and patients.
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

DESIRABLE CRITERIA

**Experience**
- Mental Health experience
- Good attitude and work ethics

**Business / Technical Skills**
- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills