

# RUAPEHU HEALTH REGISTERED NURSE POSITION DESCRIPTION

**RESPONSIBLE TO:** Ruapehu Health Nurse Lead

**LOCATION:** Ruapehu Health Limited

**SCOPE:** Registered Nurse (Nursing Council of New Zealand)

**HOURS:** 32 hours per week

**PRIMARY OBJECTIVE:**  
The Registered Nurse:

- To act as a contributing and co-operative member of the primary health care team.
- To provide high quality care to patients and be professionally accountable for all aspects of the delivery of nursing care.
- To promote patient wellness by appropriate education and intervention of health needs.

**QUALIFICATIONS AND REQUIREMENTS:**

**Essential**

- New Zealand Registered Nurse
- Current New Zealand Annual Practicing Certificate (APC)
- New Zealand Citizen or Permanent resident
- Registration as a taxpayer with New Zealand Inland Revenue
- Proof of indemnity insurance
- Police check is completed and is of an acceptable standard

DOMAINS OF COMPETENCE FOR THE REGISTERED NURSE SCOPE OF PRACTICE		
Domain	Competency (from a Primary Health Care focus)	Key Performance Indicators
<b>Professional and Cultural Responsibility</b>	<ul style="list-style-type: none"> <li>• Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements.</li> <li>• Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice.</li> <li>• Demonstrates accountability for directing, monitoring, and evaluating nursing care that is provided by nurse assistants, enrolled nurses and others.</li> <li>• Promotes an environment that enables client safety, independence, quality of life, and health.</li> <li>• Practise nursing in a way that the client determines as being culturally safe.</li> </ul>	<ul style="list-style-type: none"> <li>• Able to demonstrate knowledge, judgment and accountability for own actions and decisions, while promoting an environment that maximizes client’s safety, independence, quality of life and health as evidenced though individual reviews with the Nurse Lead.</li> </ul>
<b>Management of Nursing Care</b>	<ul style="list-style-type: none"> <li>• Provides planned nursing care to achieve identified outcomes.</li> <li>• Undertakes a comprehensive and</li> </ul>	<ul style="list-style-type: none"> <li>• Able to demonstrate competence related to client assessment and</li> </ul>

<p><b>Health Promotion</b> Lifestyle Management, Immunisation, Mental Health Assessment, Cervical Screening / Breast Child / Adolescent checks Well women and men health checks, ante/post-natal care Acute and Chronic disease management</p> <p><b>Health Education</b> Health and lifestyle education e.g., nutrition, smoking cessation Teaches patient self monitoring procedures e.g. asthma action plan, peak flow monitoring, blood glucose monitoring, Provision of appropriate educational materials e.g. sexual health, medication compliance, family planning, contraception.</p>	<p>accurate nursing assessment of clients in a variety of settings.</p> <ul style="list-style-type: none"> <li>• Ensures documentation is accurate and maintains confidentiality of information.</li> <li>• Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.</li> <li>• Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.</li> <li>• Evaluates client's progress toward expected outcomes in partnership with clients.</li> <li>• Provides health education appropriate to the needs of the client within a nursing framework.</li> <li>• Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care.</li> <li>• Maintains professional development.</li> </ul>	<p>managing nursing care, which is responsive to clients' needs and which is supported by nursing knowledge and evidence-based research.</p> <ul style="list-style-type: none"> <li>• Monthly internal audit (Medtech).</li> <li>• Practice screening rates should align with National screening guidelines.</li> <li>• All eligible patients offered appropriate screening.</li> <li>• Demonstrated by urgent triage management (including resuscitation, stabilisation and assisting with assessment as necessary).</li> <li>• Demonstrated by assessment of the urgency and severity of presenting problems through clinical inquiry, problem-solving ability and clinical reasoning needed to manage clinical problems.</li> </ul>
<p><b>Interpersonal Relationships</b></p>	<ul style="list-style-type: none"> <li>• Establishes, maintains, and concludes therapeutic interpersonal relationships with client.</li> <li>• Practices nursing in a negotiated partnership with the client where and when possible.</li> <li>• Communicates effectively with clients and members of the health care team.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides evidence through individual reviews with the Nurse Lead.</li> </ul>
<p><b>Interprofessional Health Care &amp; Quality Improvement</b></p>	<ul style="list-style-type: none"> <li>• Collaborates and participates with colleagues and the health care team to facilitate and coordinate care.</li> <li>• Recognises and values the roles and skills of all members of the health care team in the delivery of care.</li> <li>• Participates in quality improvement activities to monitor and improve standards of nursing.</li> </ul>	<ul style="list-style-type: none"> <li>• Interprofessional healthcare and quality improvement which is evidenced through the individual reviews.</li> </ul>
<p><b>Population Health</b></p>	<ul style="list-style-type: none"> <li>• Works within clinic guidelines to increase population health performance.</li> <li>• Demonstrates a professional attitude and helpful manner in interactions with</li> </ul>	<ul style="list-style-type: none"> <li>• Dashboard updated.</li> <li>• Recalls in place.</li> <li>• Any risks identified and reported along with mitigation options where</li> </ul>

	<p>patients.</p> <ul style="list-style-type: none"> <li>Carries out clinical intervention as agreed by the Nurse Lead.</li> </ul>	<p>appropriate.</p> <ul style="list-style-type: none"> <li>Clinical intervention (e.g. CVRA and smoking cessation) is delivered within clinical guidelines.</li> <li>Considers implications and seeks improvement.</li> </ul>
--	---	---

PRACTICE SPECIFIC KEY PERFORMANCE INDICATORS		
Key Accountabilities (Key areas of focus)	Tasks (How it is achieved)	Key Performance Indicators (How it will be measured)
<b>Health and Safety in Employment</b>	<ul style="list-style-type: none"> <li>Comply with all safe work procedures, policies and instructions.</li> <li>Report all incidents hazards and injuries to supervisors in a timely manner.</li> <li>Actively participate in the ongoing development of safe workplace practices in Ruapehu Health Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of participation in health and safety activities.</li> <li>Attendance at workplace safety meetings (indicated by minutes).</li> <li>Demonstrated by signed training records.</li> <li>Active involvement in, and completion of, rehabilitation programmes as required.</li> <li>Timely, full, and accurate completion of accident and hazard forms, if and when required.</li> </ul>
<b>Practice Supplies &amp; Maintenance</b>  Stock of materials Drug supplies Controlled drug register	<ul style="list-style-type: none"> <li>Maintain adequate levels of stock for materials and equipment in all treatment and consulting rooms, ensuring no item is past its expiry date.</li> <li>Maintain minimum levels of drug supplies for the practice.</li> <li>Maintain control over the Controlled Drug Register in accordance with defined policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrated by signed stock requisition orders.</li> <li>Internal audit ensures practice stock levels maintained and are not likely to expire before use.</li> <li>Maintenance of Cold Chain within practice and documentation of same.</li> <li>Timely, full, and accurate completion of Controlled Drug Register, if and when required.</li> </ul>
<b>Quality &amp; Risk</b>	<ul style="list-style-type: none"> <li>Proactive continuous quality improvement culture that reflects current trends, CORNERSTONE certification and accreditation requirements.</li> <li>Participates in and actively promotes Continuous Quality Improvement (CQI) within the role.</li> <li>Documents quality improvement activities.</li> <li>Ensures any opportunities for continuous improvement activities are reported as they arise.</li> </ul>	<ul style="list-style-type: none"> <li>Managers feedback on application of the Quality Improvement process.</li> <li>100% legislative compliance.</li> </ul>

	<ul style="list-style-type: none"> <li>Follows clinical practice guidelines.</li> </ul>	
<b>IT System/Clinical Administration</b>	<ul style="list-style-type: none"> <li>Uses Medtech 32 in all administration.</li> <li>Administration and management of new and existing patients.</li> </ul>	<ul style="list-style-type: none"> <li>All information entered onto the Medtech system is accurate, appropriate and in accordance with agreed policies and procedures.</li> <li>Screening/recalls for new patients are set up/evident.</li> </ul>

**Registered Nurse  
Scope of Practice  
(Under the Health Practitioners Competence Assurance Act 2003)**

**Registered Nurse**

Registered Nurses utilise nursing knowledge and complex nursing judgement 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 within scope and work as part of a multi-disciplinary team. They provide comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of health care, and provide nursing interventions that require substantial scientific and professional knowledge and skills. This occurs in a range of settings in partnership with individuals, families, whānau and communities. Registered Nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered Nurses may also use this expertise to manage, teach, evaluate, and research nursing practice. There will be conditions placed on the scope of practice of some Registered Nurses limiting them to a specific area of practice according to their qualifications or experience.

**HEALTH PRACTITIONERS' COMPETENCE ASSURANCE ACT 2003**

- You are required to maintain your current competency-based practicing certificate.
- You must notify your manager of any changes to scope or conditions on practice (determined by Regulatory Authority),
- You must complete the requirements of any competency programme.
- You must notify the employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
- You are required to know the provisions of the HPCAA as the governing legislation.