

POSITION PURPOSE AND PRIMARY OBJECTIVES

Purpose

Assist with the provision of safe effective patient care using professional knowledge and skills under the direction and delegation of a Registered Nurse.

Objectives:

- To provide patient care in accordance with Mercy Hospital Shared Purpose and Values
- To practise in accordance with the Domains of Competence for the Enrolled Nurse.
- To work as part of a team and to handle multiple tasks safely and effectively

KEY PERFORMANCE INDICATORS (KPIs)

PERFORMANCE INDICATORS

Professional Responsibility

- Accepts responsibility for ensuring that own nursing practice and conduct meet the standards of the professional, ethical and relevant legislated requirements
- Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice, and the improvement of Maori health status
- Practises nursing in a manner that the client determines as culturally safe
- Recognises own scope of practice and the registered nurse responsibility and accountability for direction and delegation of nursing care
- Promotes an environment that enables clients safety, independence, quality of life and health
- Maintains infection control principles
- Participates in ongoing professional and educational development
- Maintains a professional portfolio
- Practises in a way that respects each client's dignity and right to hold personal beliefs, values and goals.

Provision of Nursing Care

- Provides planned nursing care to achieve identified outcomes under the direction and delegation of a registered nurse/midwife
- Is accountable for ensuring that nursing care provided to clients is within scope of practice and own level of competence
- Ensures documentation is current, accurate, timely, reflective of Mercy policy and maintains confidentiality within a legal and ethical framework
- Contributes to nursing assessments by collecting and reporting information to the Registered Nurse.
- Practices in a manner which supports best health outcomes for clients by recognising and reporting changes in health and functional status to the Registered Nurse
- Contributes to health education of clients to maintain and promote health
- Contributes to the evaluation of client care
- Demonstrates computer skills necessary to organise data for essential care delivery
- Maintain commitment to other patient administration or clinical systems as they come on-line.

Responsible for entering into and maintaining a partnership with patients, community, colleagues and employers

- Provides an environment conducive to patient and family participation in care that is reflective of a healing environment
- Contributes to an environment that promotes harmonious working relationships with colleagues.
- Practises nursing in partnership with the client acknowledging family/whanau perspectives and supports
- Participates in staff meetings and unit based education.

Interprofessional health care and quality improvement	<ul style="list-style-type: none"> Identifies and explores areas for potential improvement in individual and workplace nursing practice Familiarises, adopts, and participates in workplace quality improvement programmes Seeks and acts upon client feedback on quality of nurse/patient relationships.
Performance Development	<ul style="list-style-type: none"> Continues to pursue / enhance own knowledge and skills appropriate to area working in Participates in annual performance review and development of a personal and professional development plan Participates in the Mercy Professional Development and Recognition Programme Maintains as a minimum a level 2 portfolio Meets Mercy mandated skill competency requirements, such as, but not limited to, intravenous, CVC, CPR, and epidural certification; fire, evacuation and health and safety training.
GENERAL	
Constant performance improvement through personal and professional development	<ul style="list-style-type: none"> Continues to pursue opportunities and enhance knowledge and skills appropriate to the area of work Meets Mercy Hospital skill competency requirements, such as, but not limited to; fire, evacuation and health and safety training Participate in annual performance reviews and personal professional development planning
Acknowledge and maintain work place health and safety procedures	<ul style="list-style-type: none"> To take all practicable steps to ensure personal safety, and the safety of others, while at work, according to the department's and the Hospital's health and safety policies, procedures and systems. Adheres to current and relevant infection control practices maintaining a safe environment for both patients and staff Takes initiative and identifies, reports and resolves issues that may cause harm to themselves or others in the organization
Support Mercy Hospital in its role as an essential service provider	<ul style="list-style-type: none"> Mercy Hospital is an essential service and as such all staff must make every effort to come to work as long as it is safe to do so. Facilitating an emergency plan activation or adverse weather situation may require the monitoring and use of the Company's messaging/communication platform (currently Deputy) In the event of adverse weather or an emergency staff may be required to communicate with others in their department or assist each other with transport.
RELATIONSHIPS	
Reports to: Clinical Nurse Manager	Direct Reports: Not applicable
Internal Relationships: All Staff, HoD, Team Leaders	External Relationships: Patients and Visitors

PERSON SPECIFICATIONS

Work Qualifications/Skills

- Registration with the Nursing Council of New Zealand, pursuant to the Nurses Act 1977, as an Enrolled Nurse and hold a current practising certificate.

Skills

- Excellent written and oral communication skills
- Computer literacy
- A high degree of self-motivation, willingness, and self-responsibility to continually improve and remain current with nursing knowledge and skills
- Effective interpersonal skills to establish good relationships with patients, families and colleagues within the organisation.

Knowledge & Experience

- Ability to work effectively in a team and/or individually
- Ability to deal with unexpected situations and crises while maintaining a therapeutic and professional manner
- Adheres/understand Competencies for enrolled nurses April 2012.

Physical Requirements

Standing, walking, bending, sitting, stairs, simple grasping, fine manipulation, operating machinery equipment, lifting, overhead reaching, carrying, pushing/pulling, twisting, climbing, balancing, crouching, squatting, other reaching.

Mercy Hospitals Shared Purpose

Exceptional care that makes a difference to our patients and community.

Mercy Hospitals Values

Hiranga - Excellence

We do our best every day, learning continually.

Atawhai - Care

We respond to others with empathy, kindness and expertise.

Whakaute - Respect

We interact respectfully with others.

Kotahitanga – Collaboration

We work together for the common good.

Workplace Contribution

Mercy Hospital is committed to its obligations under the Treaty of Waitangi. Employees are required to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection.

Health and Safety

Mercy Hospital is committed to achieving the highest level of health and safety for its staff. All employees are expected to take initiative and identify, report and resolve issues that may cause harm to themselves or others in the organization. As an employee of Mercy, the health and safety of clients and colleagues, as well as your own, is your responsibility. You are expected to work safely at all times, and to actively participate in health and safety programs in your area. It is expected that you will report all accidents or potential hazards to your manager.

To participate in and comply with the requirements of the Health & Safety at Work Act 2015 and associated Mercy policies:

- Work practices ensure safety for self and others
- Advice or assistance is sought before commencing an unfamiliar work practice
- Hazards are identified, control plans documented, and hazards eliminated, minimised or isolated
- Comply with Mercy Hospital incident reporting policy and Health & Safety Policy
- Emergency management procedures and compulsory / compliance education and training completed
- Demonstrates knowledge of the health and safety database.

Quality and Risk

Mercy Hospital is committed to the concept of quality improvement. As an employee you are required to actively participate in quality improvement and risk management, both at a professional level and service level. You are also required to participate in CQI and risk programmes as an integral part of your position.

Personal Responsibilities

- Respect the Shared Purpose and Values of Mercy Hospital
- Be familiar and with Mercy Hospital policies and procedures
- Be responsible for own ongoing education and skills required in designated role
- Demonstrate an understanding and applicability of confidentiality of information regarding patients, employees and hospital business at all times.