

Position Description

Position	Registered Nurse
Team / Service	Ward 3 Acute Frailty Unit, Acute Health of Older Persons
Directorate	Community, Allied Health and Older Adult
District	Capital, Coast & Hutt Valley
Responsible to	Charge Nurse Manager
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work Wellington Hospital Ward 3 Acute Frailty Unit. From time to time as part of Variance Response you may be required to work in other areas.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

Mana whakahaere	Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
Mana motuhake	Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
Mana tāngata	Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
Mana Māori	Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

Wairuatanga

Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga

As organisations we support our people to lead. We know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga

We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Team/Service Perspective

The Acute Health of the Older Person (AHOP) service manages frail older patients that require assessment, treatment and discharge from Wellington Hospital. The geriatric model of care, aims to direct patients promptly onto the appropriate pathway. Avoiding deconditioning, ensuring early discharge planning and rehabilitation. This is provided by frequent medical review and providing care in an environment that facilitates physical and cognitive functioning and shorter length of stays.

The Wellington AHOP service has four teams:

- The Emergency Department team
- Ward 3 - The Acute Frailty Unit (AFU)
- Consult geriatric and Kenepuru Hospital Triage Team
- The Ortho-Geriatric team.

Ward 3 - Acute Frailty Unit (AFU) is an inpatient unit with 12-14 beds available. Of those 12-14 beds approximately 10 are used for admission under the AHOP service. The other 4 are inpatient beds under General Medicine. The Acute Frailty unit provides 24 hours a day, 7 days a week services that focuses on timely assessment, diagnosis and acute treatment planning of frail patients with a wide range of medical conditions. All of the patients admitted into this area benefit from a model of care that focuses on reducing hospital harm. This is achieved by a short length of stay, an interdisciplinary model of care that prevents patients deconditioning. The treatment plans include expected date of discharge and clinical criteria for discharge that can be facilitated by the Ward Nurses. Patients who are identified to benefit from rehabilitation or longer period of treatment at KPH will be identified early in their admission. Collaboration with Nurse Manager and nurse educators at the Kenepuru hospital is essential in ensuring a whole of system response to care of the frail elderly.

Ward 3 (AFU) uses a Collaborative Nursing Model to provide enhanced patient care by:

- More efficient use of nursing resources
- Improved communication between the different members of the multi-disciplinary team
- Improved support for staff new to an area of practice
- Improved capacity to effectively utilise different skills within the nursing team.

A collaborative nursing model is a model of care delivery based on collaboration where an appropriately skilled nurse takes responsibility for leading a team. The team can accommodate different levels of nurses working together with a shared goal, to meet the comprehensive holistic care needs of a group of patients. The aim of the Collaborative Nursing Model is to utilise and develop the skills of the nurses to the fullest extent by providing a supportive learning environment. Clear guidelines and communication and reporting structures are required to enable the team to function efficiently. A Collaborative Nursing Model is based on the principles of teams and teamwork. This model is focused on the care of a variety of adult patient groups including older adults with increased supervision needs and those experiencing delirium.

Purpose of the role

The Registered Nurse (RN) role is to meet the needs of people and whānau accessing our services using contemporary nursing care which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and is person/whānau centred, culturally appropriate and evidence-based. Quality improvement and patient safety is an important part of this role.

All nurses employed by Health New Zealand - Te Whatu Ora will have Registration with the New Zealand Nursing Council and maintain a current annual practising certificate as a Registered Nurse. Application onto the Professional Development and Recognition Programme (PDRP) at competent, proficient or expert level is required.

It is the nurse's responsibility to ensure that they attend the generic orientation, yearly core competencies and maintain area-specific competency requirements. They will access policy and procedures through Silent-One and work within the Nursing and Midwifery standards & criteria of care and professional practice.

The Registered Nurse (RN) working for Te Whatu Ora will have a desire to develop in an area of nursing; will have the ability to work using a team nursing approach, demonstrate values consistent with those of Te Whatu Ora and will be committed to the principles of the Treaty of Waitangi.

The PDRP is integral in assessing and monitoring the nursing skill levels.

The Team Nursing approach (Collaborative Nursing Model) commits to provide person / family centred care, using current evidence to assist people to achieve their optimum health. It considers the nursing skill (PDRP) level and staff mix with Registered Nurses (RN), Enrolled Nurses (EN) / Nurse Assistants (NA) and Health Care Assistants (HCA) working together as part of the team. The benefits of a Team Nursing approach are:

- Improved communication and coordination of care;
- Enhanced teaching of clinical decision-making and skills;
- Increased patient satisfaction
- Improved patient care
- Increased work satisfaction and staff retention
- Decreased staff turnover

Supporting change implementation is an important aspect of this role. The environment is one of continuing change as we strive for quality practice and improved patient safety. The RN is a key part of the team's involvement in such change.

The RN working hours will be rostered and rotating and may work across the site as required due to patient safety and workforce necessities.

The RN will respond to the changing needs of the DHB, performing other tasks as required. The RN is expected to contribute to the implementation of District and nursing goals and values, and to promote Te Whatu Ora – Health New Zealand Capital, Coast and Hutt Valley as a centre of excellence for nursing practice.

Key Accountabilities

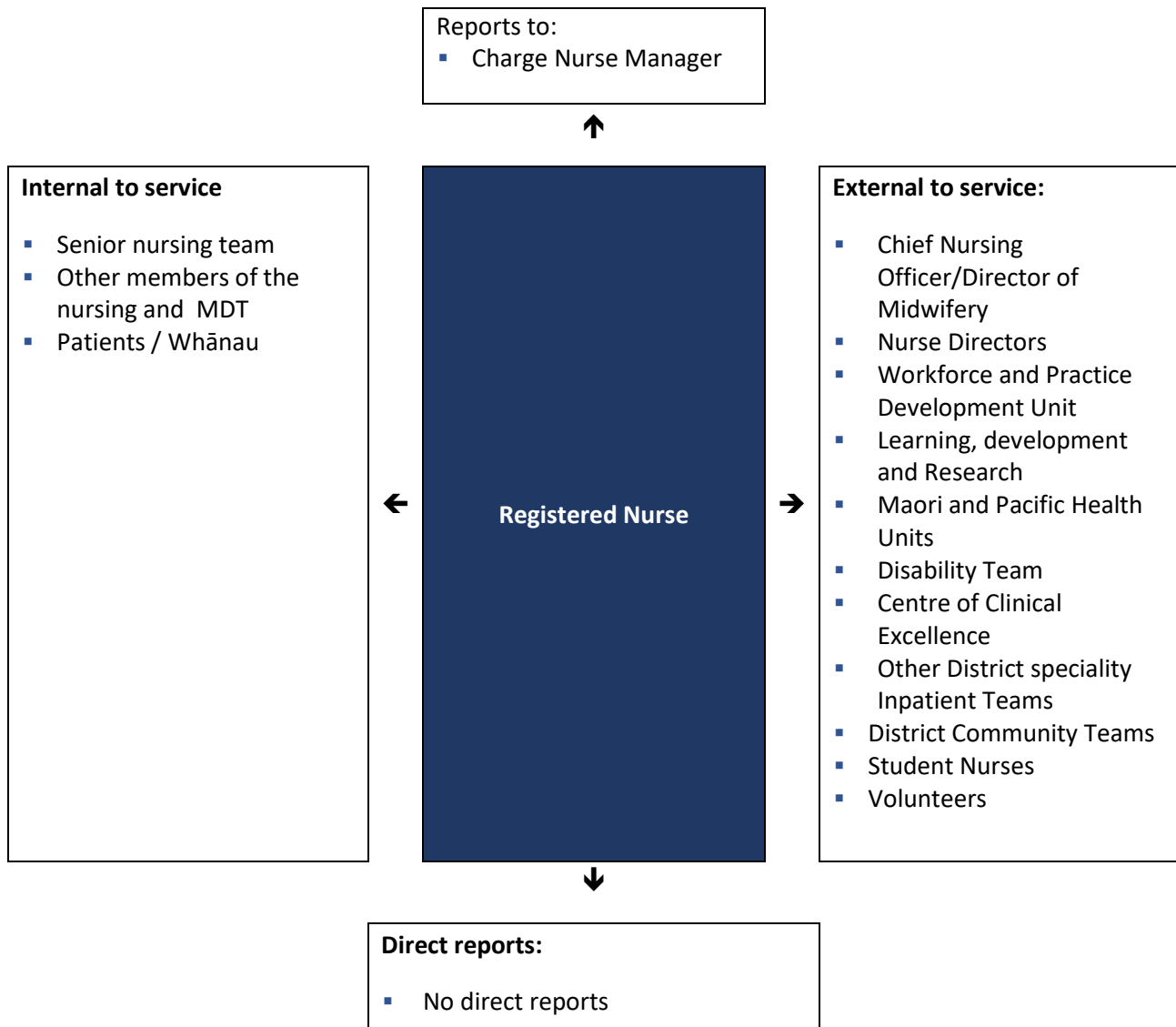
The following accountabilities derive from competencies outlined by Nursing Council of New Zealand. Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse.

In this Role Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Competency	Behaviours
Domain One: Professional responsibilities Includes accountabilities for professional, legal, ethical responsibilities and culturally safety. These includes being able to demonstrate knowledge and judgement and being accountable for own actions and decisions, while promoting an environment that maximises patient safety, independence, quality of life and health.	- Accepts responsibility for ensuring that their nursing practice and conduct meet the standards of the professional, ethical, and relevant legislated requirements; - Demonstrates the ability to apply the principles of Te Tiriti O Waitangi The Treaty of Waitangi to nursing practice; - Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by enrolled nurses, nurse assistants and others; - Promotes an environment that enables safety, independence, quality of life, and health for the person and whānau receiving care; - Practices nursing in a manner that the person and whānau determine as being culturally safe.
Domain Two: Management of nursing care Includes accountabilities related to assessment and managing patient care, which is responsive to the person and whānau needs, and which is supported by nursing knowledge and evidenced based research	- Provides planned nursing care to achieve identified outcomes; - Undertakes a comprehensive and accurate nursing assessment of the patient in a range of settings; - Ensures documentation is accurate and maintains confidentiality of information; - Ensures the patient has adequate explanation of the effects, consequences and alternatives of proposed treatment options; - Acts appropriately to protect oneself and others when faced with unexpected responses, confrontation, personal threat or other crisis situations; - Evaluates the person's progress toward expected health outcomes in partnership with them; - Provides health education appropriate to the needs of the person and whānau within a nursing framework; - Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care; - Maintains professional development.
Domain Three: Interpersonal relationships Includes accountabilities related to interpersonal and therapeutic communication with people and whānau, other nursing staff and inter-professional communication and documentation	- Establishes, maintains and concludes therapeutic interpersonal relationships with patients and whānau; - Practises nursing in a negotiated partnership with the person and whānau where and when possible; - Communicates effectively with the patient and whānau, and members of the health care team.

Competency	Behaviours
Domain Four: Interprofessional health care and quality improvement Includes accountability that as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team	▪ Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care; ▪ Recognises and values the roles and skills of all member of the health care team in the delivery of care; ▪ Participates in quality improvement activities to monitor and improve standards of nursing.
Health and Safety	▪ Ensures that health and safety practice meets the requirements of Health and Safety at work legislation, applies the District policies and processes and contributes to a culture of safe practice.

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Team work	- Collaborates with fellow team members and work groups to achieve service objectives - Seeks out opportunities to support others in achieving goals - Recognises and respects individual differences - Actively contributes to and accepts consensus decisions
Commitment to Kawa Whakaruruhau	- Demonstrates understanding and application of the principles of Te Tiriti O Waitangi Treaty of Waitangi in nursing practice - Works towards achieving equitable health outcomes for Māori - Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care - Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity - Supports the expression of hauora Māori models of care and mātauranga Māori
Equity	- Commits to helping all of our people to achieve equitable health outcomes - Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery - Supports the dismantling of policies, procedures and practices that cause inequity - Supports Māori-led responses - Supports Pacific-led responses - Supports Disability-focused responses
Self-Management	- Sets high personal standards and strives to achieve goals - Is proactive and displays initiative - Is resilient and able to adapt to change - Understands and acknowledges personal and professional limitations - Ability to work to deadlines to achieve outcomes
Communication/Interpersonal Skills	- Demonstrates compassion - Empathises with others and considers their needs and feelings - Actively listens, drawing out information and checking understanding - Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference

Competency	Behaviours
Professionalism	▪ Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct. ▪ Is aware of professional boundaries ▪ Shows courtesy, respect, caring for people and their whānau in all aspects of nursing practice
Flexibility	▪ Ability to flex within the scope of Registered Nurse practice to meet the changing needs of people and their whānau and the population ▪ Responds positively and collegially, to requests for help from other team members

Experience and Capability

Essential Professional Qualifications / Accreditations / Registrations skills and experience:

- Registration with Nursing Council of New Zealand (NCNZ)
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work
- Demonstrates an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in the nursing role
- A commitment to achieving equitable outcomes for Māori
- A personal commitment to on-going learning and development including attainment/maintenance of PDRP

Someone well-suited to the role will place a high value on the following

- Commitment to Te Tiriti o Waitangi
- Living the District values
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed