

POSITION DESCRIPTION

Position Title	Registered Nurse Intensive Care Unit
Date Reviewed:	August 2014
Business area:	Intensive Care Unit
FTE:	As per Conditions of Employment
Reports to:	Charge Nurse
Approved by:	Hospital Manager
Next Review Due:	August 2016

1.0 Position Objective

- To be professionally accountable for quality nursing management of patients.
- To facilitate the functioning of an environment conducive to patient and staff safety and well being.
- To support the business objectives of the organisation.

2.0 Functional Relationships

Internal:	External:
<ul style="list-style-type: none">• Charge Nurses/Department Co-ordinator• Other Nursing Staff• Intensivists• Clinicians• Hospital Manager• Nurse consultant• Nursing Co-ordinators• Patient Care Manger• Nurse Educators• Operating Theatre Manager• Infection Control Nurse• All other St George's staff	<ul style="list-style-type: none">• Clinicians• Allied Health Professionals• Patients and Support persons

3.0 Key Areas of Accountability

Area of Accountability	Expected Results
<p>3.1 Professional Practice</p> <p>To ensure a safe clinical environment for patients, staff and visitors</p>	<ul style="list-style-type: none"> • Provides nursing care in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct. • Takes responsibility for maintaining advanced skills, knowledge and competencies (in critical care nursing) as per hospital policies and procedures. • Provides, facilitates, advocates and evaluates nursing care that is evidence-based and is responsive to patient needs. • Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation. • Ensures appropriate communication of patient health assessment information and articulates recommendations regarding interventions. • Demonstrates competency in implementing emergency procedures and maintains a safe and secure patient care and work environment. • Respects privacy, confidentiality of patients, staff and consultants. • Demonstrates accountability for directing and evaluating nursing care that is provided by enrolled nurses, assistants and others. • Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook and the relevant Patient Management Systems). • Promotes the profession of nursing and presents a positive professional image.
<p>3.2 Interpersonal Relationships/Teamwork</p> <p>To ensure effective teamwork and contribute to the achievement of St George's vision and strategic plan</p> <p>To communicate effectively with patients, colleagues, other health professionals and the public.</p>	<ul style="list-style-type: none"> • Demonstrates respect and integrity at all times. • Establishes a trusting relationship with colleagues, clinicians, patients and whanau. • Interprets and adheres to lines of authority and uses proper channels of communication. • Accepts and effects constructive change and/or criticism. • Displays a good team spirit and adopts a positive, flexible approach to work. • Empathises with others. • Demonstrates the ability to work independently and as part of a team. • Creates opportunities to network internally and externally.
<p>3.3 Professional Development</p> <p>To maintain a high level of professional development</p>	<ul style="list-style-type: none"> • Undertakes responsibility for meeting the mandatory requirements of the professional body and the organisation. • Ensures professional practice and development are undertaken according to hospital policy and participates in annual performance appraisal and the setting of performance objectives. • Identifies own learning requirements/deficits and develops a plan in conjunction with charge nurse/nurse educator to address these. • Fosters an environment conducive to learning, enquiry and research. • Maintains an excellent knowledge of specialty equipment and therapeutic interventions in critical care and is able to think critically to problem solve and trouble-shoot. • Acts as a role model for nurses and is prepared to guide and teach any staff with whom she/he is working • Engages in clinical supervision and preceptorship or orientation of nursing staff, students and other members of the multidisciplinary team. • Identifies teaching needs and provide accurate information and education

Area of Accountability	Expected Results
	<p>to patients, relatives and/or significant others.</p> <p>.</p>
<p>3.4 Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement</p>	<ul style="list-style-type: none"> • Participates actively in quality improvement activities to monitor and improve standards of nursing. • Initiates, participates in and evaluates audits and uses outcomes to improve service provision. • Participates actively in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification and QHNZ Accreditation process status. • Documents and reports accidents and incidents accurately in accordance with Hospital policy. • Supports continuous quality improvement.
<p>3.5 Organisational Culture To support a strong and positive image of St George's within the community and with key internal and external stakeholders</p>	<ul style="list-style-type: none"> • Promotes harmonious working relationships within the hospital, local and national critical care providers and critical care consumers. • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for a "customer focus". • Assists in facilitating positive inter-departmental relationships. • Maintains confidentiality in respect to St George's operations, business, employees, clients and patients. • Models St George's values and adheres to St George's policies and procedures.
<p>3.6 Cultural understanding of the Treaty of Waitangi To promote cultural awareness within St George's Hospital</p>	<ul style="list-style-type: none"> • Understands and has knowledge of the Treaty of Waitangi and the implications in nursing and research practice. • Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to the Treaty of Waitangi. • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori. • Respects diversity of cultural and religious beliefs amongst staff and patients.
<p>3.7 Health & Safety To ensure a safe working environment</p>	<ul style="list-style-type: none"> • Accepts personal responsibility regarding occupational safety and health requirements. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Recognises safety hazards and initiates appropriate corrective actions. • Attends fire and evacuation lectures and participates in drills as required.
<p>3.8 Organisational effectiveness To contributes to the cost effectiveness and changing needs of the hospital business</p>	<ul style="list-style-type: none"> • Looks for ways and means to actively and effectively promote cost effectiveness. • Accurately completes cost accounting documents as appropriate. • Identifies appropriate priorities for workload. • Monitors stock supplies and orders appropriately. • Participates in the department's ongoing maintenance programme. •
<p>3.9 Other Duties To undertake other duties as requested by the Patient Care Manager/ Director of</p>	<ul style="list-style-type: none"> • Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.

Area of Accountability	Expected Results
Nursing from time to time	

4.0 Qualifications, Experience and Personal Qualities

	Essential	Desirable
4.1 Qualifications	<ul style="list-style-type: none"> Registered Nurse Holds a current practicing certificate 	Post-registration qualification in: <ul style="list-style-type: none"> Intensive / Critical Care nursing +/- <ul style="list-style-type: none"> Cardiac nursing
4.2 Experience & Knowledge	<ul style="list-style-type: none"> Minimum 12 months current ICU experience 	Experience in cardiac ICU nursing Experience in cardiothoracic nursing
4.3 Personal Attributes	<ul style="list-style-type: none"> Shows respect for people Uses initiative Is proactive and innovative Is an effective communicator Is caring and friendly 	

Agreed by:

Signed: _____
(Employee)

Date: _____

Signed: _____
(Hospital Manager)

Date: _____