

# Enrolled Nurse



# Role specification

## Role Title

Enrolled Nurse

## Business Unit

Enliven

## Location

Enliven Homes

## Reports to

Home Manager

# Purpose of the role

To assist Registered Nurses and other health professionals with the provision of nursing care that is safe, cost effective and of the highest quality in accordance with the evidence, professional standards, organisational standards and policy and procedure.

## Enrolled Nurse Scope of Practice

Enrolled Nurses practise under the direction and delegation of a Registered Nurse or Nurse Practitioner to deliver nursing care and health education to the residents living in our homes. Enrolled Nurses contribute to nursing assessments, care planning, implementation and evaluation of care for our residents. The Registered Nurse maintains overall responsibility for the plan of care. Enrolled Nurses assist residents with the activities of daily living, observe changes their conditions and report these to the Registered Nurse, administer medicines and undertake other nursing care responsibilities appropriate to their assessed competence.

In acute settings, Enrolled Nurses must work in a team with a Registered Nurse who is responsible for directing and delegating nursing interventions. In some settings, Enrolled Nurses may coordinate a team of Health Care Assistants under the direction and delegation of a Registered Nurse. Enrolled nurses are accountable for their nursing actions and practise competently in accordance with legislation, to their level of knowledge and experience. They work in partnership with residents, their whanau and other team members.

# Key Accountabilities

## Supporting Resident Independence within Eden philosophy

- Is familiar with Eden philosophy.
- Actively participates in delivering on the principles that the home is registered in.



### Professional Responsibility

- 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 to nursing practice.
- Demonstrates understanding of the enrolled nurse scope of practice and the registered nurse responsibility and accountability for direction and delegation of nursing care.
- Promotes an environment that enables resident safety, independence, quality of life, and health.
- Participates in ongoing professional and educational development.
- Practices nursing in a manner that the resident determines as being culturally safe.

### Provision of nursing care

- Provides planned nursing care under direction of Registered Nurse to achieve identified outcomes.
- Contributes to nursing assessments by collecting and reporting information to the Registered Nurse.
- Recognises and reports changes in health and functional status to the Registered Nurse or directing health professional.
- Contributes to the evaluation of resident care.
- Ensures documentation is accurate and maintains confidentiality of information.
- Contributes to the health education of residents to maintain and promote health.

### Interpersonal Relationships

- Establishes, maintains and concludes therapeutic interpersonal relationships.
- Communicates effectively as part of the health care team.
- Uses a partnership approach to enhance health outcomes for residents.

### Interprofessional Health Care and Quality Improvement

- Collaborates and participates with colleagues and members of the health care team to deliver care.
- Recognises the differences in accountability and responsibilities of Registered Nurses, Enrolled Nurses and Health Care Assistants.

### Health, safety and wellbeing

- Support organisational health, safety and wellbeing initiatives.
- Supports a culture of wellbeing at PSC.
- Role model good health and safety practice and behaviours.
- Report all hazards, incidents, accidents and near misses.
- Supports managers and the organisation in remaining compliant to health and safety legislation.



## Core Competencies

### Co-operation and Teamwork

- Actively participates in team meetings and decision-making in a positive manner; looks to advance both organisational goals and team goals.
- Is constructive in their criticism of team members; encourages others to do the same.
- Supports and helps other team members perform their tasks.
- Suggests ways to improve the way the team operates/works together.
- Works with other team members in a constructive and positive way.
- Develops constructive working relationships with other team members.
- Shows an understanding of how one's own role directly or indirectly supports the work of the wider team.

### Commitment to Eden Philosophy

- Eden Principles and Domains of Wellbeing are included each year in the mandatory training cycle for all team members.
- Support the creation of a Human Habitat where life revolves around close and continuing contact with plants, animals and people of all ages.
- Support residents to maintain loving companionship.
- Support residents to give as well as receive care.
- Support and encourage residents to maintain rituals and activities which are important to them as individuals and to find meaningful activities to undertake.

### Communication

- Has a warm, welcoming communication style – voice tone and approach is pleasant, positive and encouraging.
- Expresses themselves clearly and confidently in conversations – the thoughts, information and ideas stated are easily understood by others.
- Listens carefully – uses paraphrasing and other techniques to ensure they understand what others are saying.
- Demonstrates absolute discretion when dealing with issues of a sensitive or confidential nature.
- Demonstrates thoughtfulness, courtesy, openness and respect for colleagues and the clients of the organisation. Shows respect for others, demonstrates empathy.
- Acknowledges and converses with staff, clients and visitors; identifies and promptly responds appropriately to their needs.
- Adapts their approach to fit the situation they are in or the person they are with.
- Displays empathy and understanding consistent with the mission and values of the organisation when discussing and/or working with staff on issues and situations.



### Taking Responsibility

- Is reliable - does what one says one will.
- Consistently performs tasks correctly - following set procedures and protocols.
- Perseveres with tasks and achieves objectives despite obstacles.
- Adjusts work style and approach to fit in with requirements.
- Is results focused and committed to making a difference.
- Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected.

### Quality and Innovation

- Sets high standards for self.
- Constantly looks for innovative ways to achieve greater levels of efficiency, cost-effectiveness and growth.
- Provides quality service to those who rely on one's work.
- Looks for ways to improve work processes - suggests new ideas and approaches.
- Explores and trials ideas and suggestions for improvement made by others.
- Shows commitment to continuous learning and performance development.

## Person Specification

### Qualifications

- Enrolled Nurse, current annual practicing certificate.
- Current First Aid Certificate.

### Knowledge and Experience

- Knowledge of and experience in implementation of care for older adults.

### Key Relationships

#### Internal

- Facility Manager, Registered Nurses, Health Care Assistants, other Home Team Members, Nursing students, Volunteers, Clinical Director.

#### External

- Residents, Whanau, Visitors, Resident's advocates, Organisations involved with elderly care, Allied health professionals, Assessment and rehabilitation agencies, Suppliers of goods and services, Wider community.



## Te Tiriti o Waitangi

Presbyterian Support Central honours te Tiriti o Waitangi, accords value to te ao Māori (the Māori world), supports kaitiakitanga (guardianship) and is responsive to the needs of Māori.

All staff are encouraged to celebrate cultural diversity in the workplace. This is about respect, engagement, and honouring all people while at the same time acknowledging the unique role of Māori as Tangata Whenua.

