

# Registered Nurse



## Role specification

### Role Title

Registered Nurse

### Business Unit

Enliven Residential

### Location

Enliven Home

### Reports to

Home Manager

## Purpose of the role

This is a hands-on clinical role which provides safe and high-quality care to residents in accordance with the evidence-based practice, and professional and organisational standards.

Our Registered Nurses support our residents to retain a sense of wellbeing; to maintain as much independence and autonomy as possible in a way that promotes the Eden Principles and the Domains of Wellbeing.

The Registered Nurse works in line with their scope of practice as set out by the Nursing Council Of New Zealand.

## Organisational overview

At Enliven, we value age. We create age-friendly communities where people can be happy and thrive, regardless of their age or ability. As well as providing practical day-to-day support and quality clinical care, we take into account the physical, social, emotional and cultural needs of each person we support. Our homes and villages are places where older people have companionship, choice, variety, fun, meaningful activity and a sense of purpose.

Enliven offers a range of positive ageing services and a full continuum of care for older people including independent retirement living, vibrant and welcoming rest homes, specialist hospital and dementia care, engaging day programmes, short-term respite and health recovery care. Enliven homes and villages can be found in Taranaki, Whanganui, Manawatu, Horowhenua, Wairarapa and throughout the greater Wellington region.

Enliven along with Family Works, our social services for tamariki and whanau, are part of the not-for-profit organisation Presbyterian Support Central (PSC). PSC is a charity incorporated under the



Charitable Trusts Act 1957. While we operate as a separate entity to the Presbyterian Church, our name is a celebration of our beginnings, our heritage and the values we share.

## Key Accountabilities

### Service delivery

- All resident care provided is in line with the Enliven philosophy, and our policies and procedures
- Supports resident independence within Eden philosophy
- Directs, delegates, monitors and evaluates the care and support provided by Enrolled Nurses and Health Care Assistants
- Ensures residents' needs are supported, and care is provided in a way which enhances independence and promotes dignity
- Facilitates the provision of meaningful activity, companionship, and opportunities for residents to provide, as well as, receive care
- Undertakes daily visual checks of residents and assesses residents of concern with the Clinical Coordinator, other Registered Nurses and Health Care Assistants
- Reads resident's progress notes and, using clinical judgement, recognises when action is required
- Maintains documentation which is logical, concise, comprehensive, accurate and one that meets legal requirements
- Communicates feedback and updates, incidents or issues with resident key contact or their EPOA
- Demonstrates sound clinical knowledge, and takes responsibility to remain up to date with clinical practice

### Resident oversight and shift accountability

- Undertakes comprehensive and accurate nursing assessments in line with Enliven policies and procedures
- Ensures that all residents have a current up to date support plan reflective of their current assessed needs
- Undertakes regular monitoring and evaluation of residents' response to care delivery
- Is accountable for ensuring that short term care plans are commenced and evaluated within designated timeframes
- Ensures all resident related clinical documentation is reviewed, updated and completed in the required timeframes
- Ensures Enrolled Nurses and Health Care Assistants understand the support plan and expected delivery of care requirements

### Key worker

- Acts as key clinical contact for allocated residents
- Ensures that assessments and reviews are accurate, timely and up to date



- Ensures the support plan is completed in consultation with the resident and family/whanau
- Demonstrates knowledge of residents' preferences, personal routines, interests and social/cultural/spiritual activities
- Regularly undertakes full holistic assessment of allocated residents including but not limited to independence with activities of daily living, nutritional intake, skin integrity and cognitive ability

### **Quality improvement**

- Actively promotes a culture of quality by role modelling best practice and continuous improvement
- Identifies clinical and organisational risk, reports situations up to the Clinical Nurse Manager as required, and implements planned actions to ensure a safe environment for residents, families and team members
- Undertakes internal audits, identifies improvements and undertakes and communicates remedial actions
- Undertakes quality projects
- Actively contributes to clinical and team meetings

### **Leadership**

- Demonstrates initiative and leadership in care delivery
- Guides, mentors and orientates new team members and student nurses
- Role model and coach other team members by utilising opportunities to increase the knowledge and skill of others
- Contributes to Health Care Assistants appraisals, identifying opportunities for growth and development.
- Holds a specialty portfolio within the home, e.g. infection control, wound, palliation

### **Training and professional development**

- Maintains a competent Enliven Professional Development and Recognition Programmes or higher
- Takes responsibility for attending mandatory training sessions
- Understands and actively promotes the Eden Principles and the Domains of Wellbeing
- Takes responsibility to maintain current competencies at all times including but not limited medication, InterRAI, syringe driver competencies
- Cultural competency is demonstrated and is maintained

### **Effective and efficient management of resources including equipment and supplies**

- Ensures equipment and supplies are used appropriately and economically and stored safely
- Ensures malfunctioning or unsafe equipment is isolated and repaired in a timely fashion
- Identifies and informs appropriate staff when supplies require reordering



## Health, safety and wellbeing

- Support organisational health, safety and wellbeing initiatives
- Support a culture of wellbeing at PSC
- Role model good health and safety practice and behaviours
- Report all hazards, incidents, accidents and near misses
- Support 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 staff.
- 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

- NZ Registered Nurse with current Annual Practicing Certificate
- Relevant clinical experience in caring for the older adult
- InterRAI trained
- Achieves Enliven Registered Nurse Competent PDRP

## 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.

