

# Health New Zealand

## Te Whatu Ora

### Nelson Marlborough

#### POSITION DESCRIPTION

**POSITION:** Duty Nurse Manager (out of hours) Wairau Hospital

**RESPONSIBLE TO:** Charge Nurse Manager - Patient Flow

**PROFESSIONAL REPORTING TO:** Director of Nursing and Midwifery

#### Health New Zealand | Te Whatu Ora Nelson Marlborough

**Our vision | Tō tātou manako:** All people live well, get well, stay well. *Kaiao te tini, ka ora te mano, ka noho ora te nuinga.*

**Our mission | Tō tātou kaupapa:** Working with the people of our community to promote, encourage and enable their health, wellbeing and independence. *Kei te mahitahi tātou hei whakapiki te oranga me te motuhaketanga o to tatou hapori.*

#### **Our Values – Ō tātou whanonga pono**

**Respect | Manaakitanga:** We care about, and will be responsive to, the needs of our diverse people, communities and staff. *Kia horahia te manaakitanga ki ngā iwi katoa me ngā hāpori, kaimahi hoki.*

**Innovation | Auaha:** We will provide an environment where people can challenge current processes and generate new ways of working and learning. *Kia auaha me whakahoutia i ngā pūkenga ākongā, me ngā mahi ki tēnei hāpori.*

**Teamwork | Whakarāmemene:** We create an environment where teams flourish and connect across the organisation for the best possible outcome. *Kia whakarāmemene i ngā kaupūni hauora katoa.*

**Integrity | Ngākau tapatahi:** We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times. *Kia taea i te ngakau tapatahi i runga i te tika me te pono i ngā mahi katoa.*

#### **PURPOSE OF POSITION**

To provide co-ordination of the operational needs for effective management, leadership and resource utilisation on the Wairau Hospital campus.

RESPONSIBILITIES	EXPECTED OUTCOMES
Management and Co-ordination of Services	<ul style="list-style-type: none"> <li>• Supports all services to operate within their philosophies, policies, protocols and procedures</li> <li>• Utilises Trendcare data to support variance response across site</li> <li>• Supports Care Capacity Demand Management (CCDM) programme and contributes to work streams as appropriate</li> <li>• Motivates and empowers others in order to achieve organisational goals</li> <li>• Works in a positive and constructive manner with on duty staff to facilitate the efficient and effective use of staff and other resources</li> <li>• Staff, equipment, supplies and other resources are utilised appropriately</li> <li>• Re-deploys and recalls staff out of hours as directed</li> <li>• All emergency and crisis calls are responded to within agreed timeframes and audits completed</li> <li>• Activates internal phase of the emergency response plan and co-ordinate until relieved by a member of the management team</li> <li>• Responds proactively to customer service issues.</li> </ul>
Clinical Service – Quality Support	<ul style="list-style-type: none"> <li>• Provides a leadership role in the process of continuous quality improvement</li> <li>• Supports clinical decision making and problem solving</li> <li>• Facilitates the application of clinical and professional standards</li> <li>• Demonstrates a high level of clinical competency across a broad range of secondary services</li> <li>• Demonstrates effective management clinical situations</li> <li>• Facilitates access to services such as accommodation and interpreters.</li> </ul>
Staff Support, Resource & Environment Management	<ul style="list-style-type: none"> <li>• Guides, supports, defuses and arranges debriefs of staff for critical incident events</li> <li>• Supports a preceptor led orientation for all new team members</li> <li>• Recognises and facilitates learning opportunities for staff</li> <li>• Provides constructive feedback to staff on the expected standard of practice</li> <li>• Demonstrates respect and sensitivity towards the rights, beliefs and choices of patients and their families and to members of the interdisciplinary team</li> <li>• Assists patients and families to understand their rights and responsibilities</li> <li>• Contributes to the annual business planning cycle</li> <li>• Assists departmental heads with performance development</li> <li>• Accepts delegated authority from senior managers.</li> </ul>

Integrated Bed Management	<ul style="list-style-type: none"> <li>• Ensure appropriate utilisation of hospital beds and co-ordination of patient flow through Wairau Hospital</li> <li>• Liaises with Operational Managers to minimise cancellations and prioritise patient clinical needs</li> <li>• Ensures that any forward planning required with respect to bed capacity is done in liaison with the Duty Manager.</li> </ul>
Maintaining effective communication channels	<ul style="list-style-type: none"> <li>• Responds to all routine media enquiries and refers all others to Duty Manager or Communications Advisor</li> <li>• Responds to inquiries for assistance and advice from customers and other allied professionals</li> <li>• Maintains effective professional and interpersonal relationships</li> <li>• Participates in interdepartmental meetings.</li> </ul>
Risk Management	<ul style="list-style-type: none"> <li>• Takes a leadership role in emergency or potential emergency situations, including clinical, fire or security threats and civil defence situations</li> <li>• Is familiar with the plan for management of major incidents and activates as required</li> <li>• Reports all critical incidents via established organisational channels</li> <li>• Advises relevant Head of Department of any issues of concern that pertains to the HOD's area of responsibility documents issues appropriately and participates in developing solutions</li> <li>• Demonstrates effective management of incidents, hazards and risks</li> <li>• Takes a leadership role in prevention, role modelling and continuous improvement to health and safety.</li> </ul>
Quality Improvement	<ul style="list-style-type: none"> <li>• A quality, customer-focused service is provided at all times, which follows best practice</li> <li>• Participation in quality improvement processes in your area of work.</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Maintains personal professional development (both clinically and managerially) and acts as role model to staff</li> <li>• Contributes to professional development planning of other staff</li> <li>• Participates in annual performance review process including review of performance goals and identification of areas for professional development.</li> </ul>
General	<ul style="list-style-type: none"> <li>• Obligations contained in Appendices 1 &amp; 2 are met</li> <li>• Other duties as negotiated with your Manager.</li> </ul>

## PERSON SPECIFICATION

### **QUALIFICATIONS**

- Registered General & Obstetric or Registered Comprehensive Nurse
- Current Annual Practising Certificate
- Has, or is working towards, a post graduate qualification in nursing / midwifery or health management
- Has Proficient/Expert on PDRP

### **EXPERIENCE**

- Minimum of five years recent nursing experience in a secondary / tertiary setting
- High standard of oral and written communication skills
- Demonstrated ability to promote and develop teamwork
- Have the vision and ability to accommodate change
- Ability to access and interpret relevant research
- Able to provide constructive and timely feedback
- Actively seeks networking opportunities
- An understanding of adult learning principles

### **KNOWLEDGE**

- Knowledge and empathy for biculturalism and practices in a manner, which the patient determines, is culturally safe
- Knowledge of quality systems and evidence based practice
- Basic/Intermediate knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Health NZ Nelson Marlborough Information Technology policies

### **PERSONAL ATTRIBUTES**

- Innovative and flexible
- Team leader and team player with a can do attitude
- Energetic and able to motivate others
- Presents innovative ideas
- A proven ability to prioritise competing demands to a high level

## **APPENDIX 1**

### **General Responsibilities of an Employee of Health NZ | Te Whatu Ora Nelson Marlborough**

#### **1. Professional Responsibilities**

As an employee of Health NZ Nelson Marlborough, you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Health NZ Nelson Marlborough departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

#### **2. Health, Safety and Wellbeing**

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

#### **3. Right to Raise Concerns**

- All employees of Health NZ Nelson Marlborough are expected and encouraged to immediately ask questions and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

#### **4. Child Wellbeing and Protection**

- Health NZ Nelson Marlborough is committed to identifying, supporting and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve and belong. As an employee you are required to comply with all relevant legislation e.g. the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:
- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.
- Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate fashion.

## **5. Legislation, Regulations and Board Policies**

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The “Employee Obligations” within Health NZ Nelson Marlborough’s Disciplinary Policy.

## **6. Confidentiality**

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

## **7. Risk Management**

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

## **8. Security**

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, patients and visitors.

## **9. Treaty of Waitangi**

Health NZ Nelson Marlborough is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

## **10. Smokefree**

Health NZ Nelson Marlborough is a Smokefree Organisation. This applies to all staff and contractors working within Health NZ Nelson Marlborough buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, patients and others are informed of the policy. This also applies to Health NZ Nelson Marlborough staff employed on Board business in the community.

## **APPENDIX 2**

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

<b>Condition</b>	<b>Information to include in Position Description</b>
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Health NZ Nelson Marlborough
TB Latent	Staff who expect to have contact with patients or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with patients or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas <sup>1</sup> New staff who will be working in clinical areas should be screened for MRSA if they have: <ul style="list-style-type: none"> <li>• a chronic skin condition</li> <li>• been working in an overseas healthcare facility in the last year</li> <li>• been MRSA-positive in the last year</li> </ul>
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with newborn babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures <sup>2</sup>

<sup>1</sup>Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

<sup>2</sup>Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.