

ASHBURTON & RURAL HEALTH SERVICES

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

The Canterbury District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Organisational Vision

The CDHB's vision is to improve the health and wellbeing of people living in Canterbury.

Organisational Values

- Care and respect for others
- Integrity in all we do
- Responsibility for outcomes

POSITION TITLE:

District Nurse

RESPONSIBLE TO:

Director of Nursing, via Nurse Manager, Integration

REPORTS ON A DAILY BASIS

Nurse Manager, Integration

TO:

PRINCIPAL OBJECTIVES

The District Nurse works with patients within their home environment, maintaining case management to meet the needs of that patient. Observes and detects relevant issues in the home situation. Makes reliable patient related decisions autonomously. Critical thinking skills are well developed.

FUNCTIONAL RELATIONSHIPS

INTERNALLY

Nurse Managers, Associate Clinical Nurse Manager, Nurse Specialists, Registered and Enrolled Nurses, Health Care Assistants, Duty Nurse Manager, staff educators and other health professionals within wards/departments.

EXTERNALLY

Volunteers (evening) Day/Night Sitters, General Practitioners, Support Agencies, NGOs.

KEY PERFORMANCE OBJECTIVES:

Task	Expected Result	Task	Expected Result	Task	Expected Result	Task	Expected Result
To practice in a professional manner, adhering to the regulations governing nursing practice and to work within the District Nursing Service philosophical framework.	• Work within the regulations of the Nursing Council of New Zealand and relevant health sector legislation and regulations. • Project a professional image of nursing and adhere to professional standards. • Adhere to the District Nursing philosophy and goals.	Task	Expected Result	Task	Expected Result	Task	Expected Result
To assist, where appropriate, other nurses and health professionals within the service to develop knowledge and skills.	• Assist in orientating staff new to the service. • Represent nursing perspectives, when requested, of patient care at interdisciplinary meetings.	Task	Expected Result	Task	Expected Result	Task	Expected Result
To assist leaders within the service.	• Assist, when requested, in formulating and reviewing nursing standards, procedures and guidelines. • Be a nursing representative in professional committees in Canterbury DHB as appropriate and requested. • Supervise and take clinical responsibility for volunteers, where necessary and appropriate.	Task	Expected Result	Task	Expected Result	Task	Expected Result
To take responsibility for own ongoing professional development relating to annual review with the Nurse Manager, Integration.	• Identify and document professional goals annually in conjunction with line manager. • Continue to advance clinical knowledge and skills through self learning, ward teachings/presentations, inservice education, external programmes as approved by her line manager. • Prepare for and participate in annual performance review. • Along with other District Nursing staff, work through ethical dilemmas and assist others in principles of nursing ethics.	Task	Expected Result	Task	Expected Result	Task	Expected Result
To provide proficient nursing care to patients in their home environment, embodying the Code of Health and Disability Services Consumers' Rights.							

Expected Result	• Demonstrate nursing skills as defined by Canterbury DHB and Ashburton & Rural Health Services policy and in conjunction with the Nurse Manager, Integration. • Carry out comprehensive and holistic assessment of all patients under her care. • Make reliable, sound, independent nursing decisions. • Prioritise patient care according to changing conditions and situations. • Plan ongoing patient care including, where necessary, discharge planning in collaboration with the patient and/or relatives and other health professionals. • Objectively evaluate patient response to interventions, tracing outcome against care plan and identifying variances from planned care. • Assess and monitor the patient's environment and intervene, as appropriate, to provide safe and effective care. • Validate and document decision making based on nursing knowledge and clinical experience, mindful of legal implications. • Acknowledge own limitations in complex situations and seek assistance. • Maintain patient privacy and confidentiality according to medico-legal requirements as related by Canterbury DHB policy. • Maximise every opportunity for patient independence. • Collaboratively plan care which is culturally and spiritually safe for the patient. • Teach patient/family groups, where appropriate, effectively by: • assessing learning readiness • providing teaching, and • evaluating knowledge/lifestyle changes.
Task	To collaborate with other health professionals to maximise patient outcomes.
Expected Result	• Initiate referrals to other health team members in a timely manner. • Co-ordinate patient care within the team. • Consistently organise care through liaison with other health professionals.
Task	To contribute to effective District Nursing management and resource utilisation.
Expected Result	• Support other nurses in their practice. • Prioritise own workload. • Use stock and other resources in a cost effective manner within budget restraints, providing initiatives for increased efficiencies.

- Be registered with the Nursing Council of New Zealand as a Registered Nurse, and preferably have post-graduate clinical experience in community nursing.
- Hold a current Nursing Council of New Zealand practising certificate.
- Hold a current intravenous certificate, plus Home Based IV certificate and maintain annual CPR currency.

Essential

QUALIFICATIONS AND EXPERIENCE

Any significant deterioration/alteration in the patient's condition

Matters which must be referred to appropriate General Practitioner or Medical Officer:

- Security breaches and quality standard failures.
- Any matters which are not clearly identified or do not comply with Canterbury Health's adopted policies or procedures.

Matters which must be referred to the Nurse Manager, Integration:

LIMITATIONS OF AUTHORITY

QUALITY:
Every staff member within CDHB is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

HEALTH & SAFETY:

- Observe all Canterbury DHB safe work procedures and instructions
- Ensure your own safety and that of others
- Report any hazards or potential hazard immediately
- Use all protective equipment and wear protective clothing provided
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in the Canterbury DHB's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

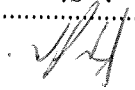
PERSONAL ATTRIBUTES

Mandatory

- Be prepared to be accountable for own nursing practice.
- Have a commitment to ongoing development of nursing skills and inservice education.
- Have good communication skills and professional manner and presentation.
- Have the ability to contribute positively as part of the team.
- Be prepared to undertake other duties as reasonably requested by Charge Nurse Manager Community Services.
- Adhere to Canterbury DHB (including Ashburton & Rural Health Services) policies and procedures.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.

Appointee's Signature



Director of Nursing
Ashburton Health Services
Private Bag 801
ASHBURTON

Date

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