



Job Description

Registered Nurse

The purpose of the role is to work as part of a team that provides quality aged care and creates the best / most enjoyable lifestyle that is possible for Summerset Care Centre residents. Summerset is a business and its residents are our customers, and therefore you will act as both a nursing and business service professional in this role.

This job description provides an overview of the responsibilities and tasks of the role. You may be required to perform job related tasks other than those specified.



STRONG ENOUGH TO CARE



ONE TEAM






STRIVE TO BE THE BEST



BRINGING THE BEST OF LIFE

Business Unit	Operations
Department / Team	Village Operations
Reporting Line	Care Centre Manager
Contribution / Responsibilities	<ol style="list-style-type: none"> 1) Providing nursing care that is consistent with NCNZ competencies for Registered Nurses and the Nursing Council 'domains'. This includes personally delivering care and providing guidance or direction to other care staff (i.e. shift leadership). 2) Provide clinical assistance to Village residents as required, for example in an emergency situation or for providing care under a package of service paid for Village resident. 3) Contributing to the culture of the Care Centre and the wider Village by proactively working as part of a team to create positive customer / resident experiences. 4) Working as a collaborative team member. E.g. sharing workload as well as professional expertise, mentoring others and demonstrating personal leadership qualities that contribute to the Care Centre being a safe and enjoyable place for staff, residents and visitors. 5) Taking charge of the Care Centre as required, e.g. if the sole Registered Nurse on duty, and make appropriate clinical decisions in isolation. This includes recognition of when it is appropriate to seek additional clinical input. 6) Maintaining competence and professional development, consistent with NCNZ PDRP requirements. (As at document date, this includes 60 hours of training every 3 years) 7) Other duties as may reasonably be required by your manager, or the Village Manager
People Leadership (if applicable)	Manage and develop direct report(s), with full accountability for all aspects of their recruitment, coaching, performance, recognition, and remuneration review within the parameters of company delegations. Foster and develop an inclusive team culture that works effectively with other teams to support Summerset's goals.
Health & Safety	Be a proactive contributor to ensuring the health & safety of our people, our customers, contractors, and our residents. This includes conforming to Summerset's safety culture expectations of an environment of zero-harm and compliance with health and safety policies and procedures.
Qualifications and Experience	<ul style="list-style-type: none"> • Registration with the Nursing Council of New Zealand as a Registered Nurse with a current practising certificate • A genuine interest in working with older people and an understanding of clinical services as they are delivered in a retirement village setting • Demonstrates good interpersonal skills and the ability to build rapport with diverse range of backgrounds • Demonstrated ability to take the lead, remain calm under pressure and be emotionally resilient • Meets NZNC competencies as attached • Understanding of Te Reo and / or of Maori decent an advantage
Relationships	<ul style="list-style-type: none"> • Care Centre residents, their families, and personal networks • Care Centre Manager and other Care Centre team members • Village Manager and other Village team members • External health professionals
Dimensions	<ul style="list-style-type: none"> • Nil direct reports • Nil opex / capex budget
Other	<ul style="list-style-type: none"> • This job includes all the main duties and responsibilities of the role; however you may be required to do other tasks and duties, which would reasonably fall within the responsibilities and skills of the role, at the request of the Village Manager, Regional Quality Manager or Head of Clinical Services.

Values		
 <p>STRONG ENOUGH TO CARE</p> <p>We treat our residents like family. We do what's right. We respect people as individuals.</p>	 <p>ONE TEAM</p> <p>We look out for each other. We take ownership and follow through. We share and listen to each other's ideas.</p>	 <p>STRIVE TO BE THE BEST</p> <p>We work hard. We like to win. We're always learning and improving.</p>

Competencies	How you demonstrate this
Leadership	<p>You will lead and motivate the Caregivers and Enrolled Nurses on your shift providing guidance, direction, monitoring and evaluation. You will do this with respect for the clinical staff, colleagues and residents (NCNZ Comp 1.3). you will be responsible for ensuring that:</p> <ul style="list-style-type: none"> - Residents personal cares are carried out as per the prescribed care plan and any issues/risks are identified and raised with CCM. (NCNZ Comp 1.1) - Decisions that affect the clinical or physical comfort of a resident are made or adjusted in a timely manner. (NCNZ Comp 1.4) - Actions meet the standards of the professional ethical and relevant legislative requirements (NCNZ Comp 1.1) - Patient and resident safety, health, independence and quality of life is maximized for the individual as much as possible. (NCNZ Comp 1.4) - Infection control practices, procedures and policies are adhered to at all times. (NCNZ Comp 2.4) - You proactively and constructively participate in quality improvement initiatives. (NCNZ Comp 4.3).
Client Assessment and Managing Client Care	<p>You will be responsible for the care provided on your shift and be responsive to resident needs supported by your nursing knowledge, experience and evidence based research and you will:</p> <ul style="list-style-type: none"> - Show an understanding of the specialized needs of the older person that supports the resident by offering individualised care in a homelike and comfortable environment. (NCNZ Comp 2.1) - Ensure lifestyle and care plans are centred on knowledge of the wider team and will be flexible and adaptable to the changing needs of the resident. (NCNZ Comp 4.1) - Provide detailed documented care plans for residents as required so that care staff can follow the plans with minimal doubt and direction. (NCNZ Comp 2.3) - Undertake a comprehensive and accurate nursing assessment of residents in your care taking into account knowledge gained by the wider team (NCNZ Comp 2.2) - Proactively engage with resident and/or family to ensure that they have adequate explanations of the effects, consequences and alternatives of treatment options. (NCNZ Comp 2.4) - Deliver planned nursing care and evaluate process in partnership with the resident and/or family that enhances their daily living and is safe and appropriate. (NCNZ Comp 2.1 & 2.6) - Ensure documentation is accurate and confidentiality of information is maintained. (NCNZ Comp 2.3) - Deliver nursing care in a manner that respects the cultural and spiritual beliefs of the resident and endeavors to give care that maintains the resident's cultural integrity. (NCNZ Comp 1.5) - Ensure the medication is administered safely and according to policy. (NCNZ Comp 2.1) - Actively assist in all personal cares of a resident if required. (NCNZ Comp 2.1) - Take action to protect yourself and others when faced with unexpected resident responses, confrontation, personal threat or other crisis situations. (NCNZ Comp 2.5)
Interpersonal Relationships	<p>You will establish and maintain strong interpersonal relationships with residents, peers, and other clinical staff, and external medical professionals. (NCNZ Comp 3.1) This will be delivered through:</p> <ul style="list-style-type: none"> - Practicing nursing in a negotiated partnership with the resident where and when possible. (NCNZ Comp 2.1 & 2.3)

	<ul style="list-style-type: none"> - Communicating effectively with residents and members of the clinical team taking care to ensure you incorporate different techniques or style of communication that is appropriate to the context and understanding of the resident. This includes cultural awareness and adherence to the Treaty of Waitangi principles. (NCNZ Comp 1.2, 2.7 & 3.3) - Collaboration with peers and members of the clinical team in the delivery of care. (NCNZ Comp 4.1) - Recognition of the value that all roles and skills of the team add to the delivery of care. (NCNZ Comp 3.3 & 4.2) - Ensuring that the resident is supported psychologically in a way that enhances their coping and adaptation to changing health status. (NCNZ Comp 3.1) - Acting as the resident's advocate ensuring that all relevant parties are aware of the resident's wishes and that these are respected. (NCNZ Comp 3.3)
Health and Safety	<p>You will ensure residents, visitors and staff are not put at risk by unsafe practices. (NCNZ Comp 1.4) this includes following the Health and Safety policies and procedures by:</p> <ul style="list-style-type: none"> - Reporting any unsafe or dangerous practices or environment (NCNZ Comp 1.4) - Reporting faulty equipment (NCNZ Comp 1.4) - Use of incident, accident and hazard forms including filling these out correctly as per the Health and Safety policy and procedures (NCNZ Comp 1.4) - Displaying commitment through actively supporting all Health and Safety procedures. (NCNZ Comp 1.4) - Ensuring all staff maintain adequate safety standards on the job including infection control, through consultation, training and supervision (MCMZ Comp 1.4)