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

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| **Role Title:** Registered Nurse Radiology |
| **Reports to:** Radiology Clinical Leader |
| **Professional Report:** Associate Director Nursing & Midwifery |
| **Directorate:** Primary Health Partnerships and Allied Health  |
| **Location:** Timaru Hospital |

**Organisational Vision**:

Te Whatu Ora South Canterbury is committed *“to enhance the health and independence of the people of South Canterbury”.*

**Organisational Values:** **I CARE**

* **I**ntegrity
* **C**ollaboration
* **A**ccountability
* **R**espect
* **E**xcellence

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| **OUR STATUTORY PURPOSE:** * To improve, promote and protect the health of our population.
* Promote the integration of health services across primary and secondary care services.
* Seek the optimum arrangement for the most effective and efficient delivery of health services.
* Promote effective care or support for those in need of personal health or disability support services.
* Promote the inclusion and participation in society and the independence of people with disabilities.
* Reduce health disparities by improving health outcomes for Maori and other population groups.
* Foster community participation in health improvement, and in planning for the provision of, and changes to the provision of services.
* Uphold the ethical and quality standards expected of us and to exhibit a sense of social and environmental responsibility.
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| **PURPOSE OF THE ROLE:** The Registered Nurse provides safe and contemporary professional patient-focused care delivery within the Radiology and MRI Services, and is a key member of the multidisciplinary team. This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout Te Whatu Ora South Canterbury in a way that is consistent with the Organisation’s vision and values. This way of working will ultimately benefit all our patients and communities. |
|  | **AREAS OF RESPONSIBILITY**  |
| **MAIN OBJECTIVES** | * Practice healthcare responsibilities with professional, legal and ethical responsibilities and cultural safety in mind.
* Practice nursing care which is responsive to patients’ needs and is supported by nursing knowledge and evidence-based research.
* Demonstrates proficiency in interpersonal and therapeutic communication
* Evaluates effectiveness of care and seeks to improve quality of inter-professional health care
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|  | **KEY ACCOUNTABILITIES**  |
| **PROFESSIONAL LEADERSHIP AND ROLE MODEL** | * Promote evidence-based best practice for improvement initiatives.
* Be positive and proactive in relation to organisational developments, inspiring and supporting others to improve services.
* Promote best practice and support research.
* Work collaboratively with all members of the health care team to enhance patient care delivery.
* Promote cost effective clinical practice.
* Empowers and enhances capability within the broader healthcare team.
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| **PRACTICE STANDARDS, CAREER DEVELOPMENT** | * Identifies opportunities and efficiency gains that will enhance the clinical provision of the service.
* Fostering quality and safe practice in line with risk management policies.
* Maintaining and promoting quality and safe practice in line with risk management policies.
* Ensures compliance with Te Whatu Ora South Canterbury Health and Safety requirements, and encouraging proactive hazard identification, reporting and management.
* Complies with legislative requirements as per Te Whatu Ora polices, relevant radiology provider organisation-wide and service specific rules, codes of conduct, organisation and policies, protocols and procedures.
* Participates in clinical audits
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| **CLINICAL PRACTICE –** **Nursing Care** | * Coordinate the skill mix, work force planning and practice requirements for the unit.
* Contribute to safe and contemporary professional patient focused care delivery within the department and the wider organisation.
* Utilise therapeutic relationships with patients that are established, maintained and terminated appropriately.
* Consult with the patient and significant others to plan and implement effective, professional, safe and holistic nursing care.
* Follow best practice guidelines ensuring the provision of quality care.
* Incorporate education and support needs of the patient and family/whanau into their care.
* Maintain flexibility in the work environment to quickly and effectively adjust to changing circumstances, e.g. changed work schedules, patients needs.
* Provides contemporary clinical practice leadership through role modelling.
* Compliance with clerical and administrative processes surrounding patient bookings, appointments, image processing, reporting and filing.
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| **WORKFORCE****DEVELOPMENT** | * Contributes to individual learning and professional development plans, in line with Nursing Council requirements with APC and Te Whatu Ora South Canterbury professional portfolio requirements.
* Advise on the impact of potential service initiatives that may affect the profession.
* Identify new/different opportunities for staff in service delivery.
* Participate in the strategic review and development of service goals where required.
* Participate in projects in collaboration with the Clinical Leader, Manager, Director and/or the Associate Directors that enhance sector and regional health initiatives.
* Work with the Clinical Leader, Manager, Director and/or Associate Directors to identify current and future staffing requirements and develop strategies to address these.
* Ensure that there is clear communication within the team that provides people with an understanding of the vision, strategic direction of Te Whatu Ora and keeps them regularly abreast of what is happening and why.
* Promote a team environment across Te Whatu Ora South Canterbury which enhances partnership and cooperation across all services. Looks for key initiatives that support collaboration.
* Provide coaching, mentoring and development support to all direct reports that allow people to grow to their full potential.
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| **QUALITY AND RISK** | * Has a professional specific leadership role in reviewing and enhancing the effectiveness of the services provided.
* Provide professional specific leadership oversight to ensure staff are compliant with standards and protocols.
* Participate in forums and peer reviews with other health professionals to improve overall quality of service providers.
* Participate in the development and adherence to department quality documentation including policies, protocols and procedures.
* Participate in the development and use of appropriate quality indicators and programmes (e.g. patient satisfaction surveys, auditing, evaluation forms) to demonstrate the service delivered is of a high quality and standard
* Work actively with other staff to maintain hospital certification and Radiology IANZ accreditation.
* Work collaboratively with Organisational Capability, Health and Safety, Quality and Risk and Infection Control to maintain organisational standards.
* Monitor and review profession specific standards, scopes and competencies for Health Professional staff
* Undertakes clinical audits to improve patient care.
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| **PROFESSIONAL COMPETENCIES** | * Maintain own professional requirements (as appropriate) as directed by the relevant legislation.
* Role model clinical practice excellence.
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| **HEALTH AND SAFETY** | * Implement a risk management approach that ensures risks are understood and continually reviewed to ensure the controls are in place.
* Create a culture of risk management around safety.
* Implement the recommended health practices to ensure a pro-active approach is taken to the health of the workforce.
* Implement the health and safety policies, procedures, guides and related systems to ensure alignment with Health & Safety & Work Act 2015 and associated regulations.
* It is expected that you will use Safety First to report all accidents or near misses and inform your Clinical Leader or Manager of any potential hazards.
* 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
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| **CONFIDENTIALITY** | * Adhere to the Privacy Act, the Health Information Privacy Code and subsequent amendments in regard to the non-disclosure of information.
* Maintain strict confidentiality of patient, applicant and employee information at all times.
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| **TREATY OF WAITANGI****TE TIRITI O WAITANGI** | * Comply with obligations under the Treaty of Waitangi, giving effect to the principles of Partnership, Participation and Protection.
* Ensure service provision accounts for the cultural needs of clients & family/whanau as appropriate
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| **PROFESSIONAL & LEGISLATIVE STANDARDS** |
| The Registered Nurse Radiology will:* ensure responsibilities of staff are conducted in accordance with best practice, relevant ethical and professional standards and guidelines as determined by the relevant professional councils, commissioners and associations;
* ensure compliance with New Zealand statutory laws; In particular:
	+ Privacy Act
	+ Health and Disability Commissioners Act – Patient Code of Rights
	+ Health & Safety in Employment Act
	+ Health Practitioners Competency Assurance Act
	+ MoH Regulations
* comply with organisation-wide and service specific rules, codes of conduct, policies, protocols and procedures including safe rostering practice and MECA compliance.
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| **PERSON SPECIFICATION** |
| **EXPERIENCE:****Essential Criteria*** Registered with the Nursing Council of New Zealand and hold a current Nursing Council of New Zealand Practising Certificate
* Be professionally registered in NZ as per legislative requirements relevant to your profession and hold a current APC
* Membership of relevant national professional body
* Demonstrating proficient competency specific to Radiology nursing
* Commitment to and enthusiasm for your profession.

**Experience/knowledge*** 12 months of post graduate nursing experience
* Experience in interventional radiography
* Strong clinical leadership skills acting as role model to those within the profession.
* Innovative and flexible with a positive and problem-solving approach to situations.

 **SKILLS AND ABILITIES:*** Integrity and high personal and professional standards.
* Completes and maintains Advanced Life Support qualification
* Have a personal commitment to professional nursing development and continuous quality improvement.
* Have the ability to work under pressure and prioritise workload accordingly.
* Demonstrated effective planning and prioritisation skills
* Strong communication and interpersonal skills, including problem solving, conflict resolution and negotiation with a range of people from diverse backgrounds
* Demonstrated ability to contribute to the ongoing professional development of staff both within radiology services and throughout the organisation
* Ability to work at an operational level and be agile in decision making.
* Demonstrates an in-depth understanding of personalities and behavioural styles in order to work collaboratively with a variety of people at all levels.
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Perform such other duties relevant to the position as may from time to time be required by the Clinical Leader Radiology or Radiology Manager.

This position description has been prepared to assist appointment. All position descriptions are subject to review from time to time and may therefore be revised after consultation with the employee to suit changing service requirements.

**Agreed by:**

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