

### MISSION

**"Supporting people through quality care"**

Presbyterian Support South Canterbury is guided by its Christian values to enrich people's lives by meeting needs or changing individual and community situations to make a positive difference.

**The Eden Alternative Philosophy®** is an exciting philosophy which sees us working to build an environment where life revolves around close and continuing contact with people of all ages and abilities as well as plants and animals and improves the lives of those we support.

**Te Tiriti o Waitangi / Treaty of Waitangi** – Presbyterian Support South Canterbury acknowledges and respects the articles and principles of Te Tiriti o Waitangi by upholding tikanga Māori and cultural values.

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<b>Position:</b>	<b>Aged Care Enrolled Nurse</b>
<b>Location:</b>	<b>Presbyterian Support South Canterbury</b>
<b>Responsible to:</b>	<b>Registered Nurse, Clinical Coordinator, Nurse Manager</b>
<b>Purpose:</b>	<b>Responsible to ensure the provision of quality care to residents, and to encourage a partnership between carer's, residents, their families and whanau and to work within the Eden Alternative Philosophy.</b>

### Key Qualifications & Experience:

- Currently an Enrolled Nurse
- Preferred – Previous Gerontological experience desirable

**Review Period:** This position is to be reviewed at Annual Performance Appraisal. The position holder and Manager will meet at the end of the first three months to review progress and to discuss whether any changes to the current position description are required.

### Philosophy of Care within Presbyterian Support Aged Care

The 'Eden Alternative' is an exciting philosophy which sees us working to build an environment where life revolves around close and continuing contact with plants, animals and children and improves the life of those we support. Eden works on eliminating the three plagues of old age, loneliness, helplessness and boredom.

## Competencies

### 1.0 To provide a resident-focused environment for residents, patients, their family, whanau, and staff.

#### **Performance Expectations:**

Ensure environment enables residents to participate at their own level and support their independence with the Eden philosophy.

#### **Successfully Demonstrated by:**

- Development of caring relationships with residents, families and whanau.
- Providing residents with meaningful activity, companionship and the opportunity to give as well as to receive care.
- The promotion of the Eden Alternative Philosophy during interactions with residents, families and staff.
- Open and honest communication with peers, residents, and families.
- Contribution of ideas towards common goal.
- Creating and maintaining a resident driven harmonious atmosphere.
- Exercising courtesy/hospitality and respect in all interactions with residents, family, Whanau, the community and staff.
- Assisting with an activity-based environment in accordance with the individual Resident's Care Plan assessment.
- Assisting with a daily activities programme that reflects the individual resident's interests as a group.

### **Relevant NCNZ Competencies**

(Enrolled Nurse/Nurse Assistant Scope of Practice)

#### Competency 1.7:

**Practices nursing in a manner which the client determines as being culturally safe.**

#### Competency 3.1:

**Establishes, maintains and concludes therapeutic interpersonal relationships with clients.**

## 2.0 Competence in delivering nursing care under the direction of the Registered Nurse.

### Performance Expectations:

Regularly applies knowledge from the biological, psychological and social sciences, including a basic understanding of disease protection process and delivers competent nursing care under the direction of the registered nurse.

### Successfully Demonstrated by:

- Assisting residents to undertake activities of daily living, such as nutrition, elimination, hydration, mobility, social functioning and personal hygiene.
- Giving direction to care givers as requested by the registered nurse.
- Undertaking observation, reporting, recording and documentation of health status.
- Communicating results of assessments to the registered nurse and appropriate members of the health team.
- Performing basic first aid and emergency procedures.
- Applying the principles of infection control.
- Assisting with routine examinations and routine diagnostic tests.
- Maintaining an appropriate and safe environment.
- Performing safe manual handling of residents.
- Applying the principles of asepsis.
- Using knowledge of the healing process to maintain skin integrity.
- Applying the principles of medication safety in the storage and administration of medicines.
- Recognising life stages and socio-cultural realities.

### Relevant NCNZ Competencies

(Enrolled Nurse/ Nurse Assistant Scope of Practice)

#### Competency 2.1:

**Provides planned nursing care under the direction of a registered nurse**

#### Competency 4.2:

**Contributes to the evaluation of client care**

### 3.0 Demonstrates practice which supports best health outcomes for residents.

#### **Performance Expectations:**

Works with the registered nurse to achieve best health outcomes for residents.

#### **Successfully Demonstrated by:**

- Assisting the registered nurse to enhance the ability of residents to achieve their optimal health potential.
- Contributing to discussion related to nursing practice, systems of care planning and quality improvement.

#### **Relevant NCNZ Competencies**

(Enrolled Nurse/ Nurse Assistant Scope of Practice)

##### Competency 2.3:

**Demonstrates practice that supports best health outcomes for residents.**

### 4.0 Interacts effectively, and supports relationships with residents, families and other members of the health team.

#### **Performance Expectations:**

Effective, productive relationships and communications with all others, including residents, families and the health team.

#### **Successfully Demonstrated by:**

- Communicating professionally and effectively.
- Maintaining confidentiality at all times.
- Documenting in accordance with the requirements of the employer and registered nurse
- Demonstrating an awareness and commitment to the Treaty of Waitangi.
- Demonstrating an awareness of cultural safety through effective relationships with residents and their families.
- Supporting the rights of residents to maintain independent lifestyles with dignity in their own environment.

#### **Relevant NCNZ Competencies**

(Enrolled Nurse/ Nurse Assistant Scope of Practice)

##### Competency 1.2:

**Demonstrates the ability to apply the principles of the Treaty of Waitangi to nursing practice.**

##### Competency 2.4:

**Ensures documentation is accurate and maintains confidentiality of information**

##### Competency 4.1:

**Collaborates and participates with colleagues and members of the healthcare team to deliver care.**

## 5.0 Awareness of advocacy services and social agencies available.

### Performance Expectations:

Ensure advocacy occurs for all residents at all times.

### Successfully Demonstrated by:

- Following Care Plans that include a holistic approach to care.
- Promoting awareness and practice of advocacy by self and all staff at all times.
- Continuing awareness of legislation that affects advocacy of access to social services (e.g., Privacy Act 1992, Health and Disability Commissioners Act).

### Relevant NCNZ Competencies

(Enrolled Nurse/Nurse Assistant Scope of Practice)

#### Competency 1.5:

**Promotes an environment that enables client safety, independence, quality of life, and health .**

## 6.0 Demonstrates an understanding of, and upholds, legal and ethical standards.

### Performance Expectations:

Displays and demonstrates by own actions, an understanding of legal and ethical standards.

### Successfully Demonstrated by:

- Recognising own scope of practice and competence.
- Demonstrates knowledge of relevant legislation pertaining to the delivery of resident care.
- Ensuring practice is within legislative requirements and relevant policies and procedural guidelines.
- Participating in the orientation of new staff members as appropriate.
- Appropriately challenging practices which compromise resident safety, privacy or dignity.
- Maintaining currency of own practice.

### Relevant NCNZ Competencies

(Enrolled Nurse/ Nurse Assistant Scope of Practice)

#### Competency 1.8:

**Practices in a way, which respects each client's identity, and right to hold personal beliefs, values and goals.**

## **7.0 Demonstrates accountability and responsibility within the health care team, under the direction of the Registered Nurse.**

### **Performance Expectations:**

Is accountable for own decision-making and actions, and effectively works to meet own responsibilities within the health care team.

### **Successfully Demonstrated by:**

- Accountability for own decision-making and actions and contributing to nursing decisions and care planning.
- Understanding the enrolled nurse/nurse assistant role and boundaries in relation to the role and accountabilities of the registered nurse and other members of the team.
- Effective time management practices.
- Identifying own learning requirements.
- Attending appropriate training sessions.
- Participating in Kaupapa Māori and bicultural training opportunities.
- Participating in any Eden training opportunities.
- Attending professional development and other appropriate meetings.

### **Relevant NCNZ Competencies**

(Enrolled Nurse/ Nurse Assistant Scope of Practice)

#### Competency 1.3:

**Reflects on own scope of practice and the registered nurse responsibility and accountability for delegation.**

#### Competency 1.4:

**Demonstrates accountability and responsibility within the health care team when assisting or working under the direction of the registered nurse.**

#### Competency 1.6:

**Participates in ongoing professional and educational development.**

#### Competency 2.2:

**Is accountable for ensuring that nursing care provided to clients is within scope of practice and own level of competence.**

## 8.0 Ensure own compliance with all Presbyterian Support policies.

### Performance Expectations:

- (a) Compliance with all Presbyterian Support policies achieved, including Infection control, Health and Safety, and safe handling.
- (b) Ensuring the provision of a clean and secure home-like environment for Residents.
- (c) Ensuring that all equipment used is safely maintained and stored correctly
- (d) Contribution to/participation in Quality Improvement and activities

### Successfully Demonstrated by:

- Awareness and understanding of the policy manuals and refers to these policies.
- Having read, and ensured understanding of Presbyterian Support policies, a signed acceptance of these.
- Displaying a working knowledge of Presbyterian Support policies
- Utilising Presbyterian Support's Event recording and Hazard Management system.
- Participating in quality activities e.g. audits, new procedures.
- Promoting safe manual handling in the workplace and working within the safe manual handling guidelines communicating as necessary with the manual handling coordinator
- Ensuring appropriate maintenance of equipment.
- Completing annual training for:-
  - Infection Control
  - Safe manual handling
  - Fire safety
  - Restraints and enablers
  - CPR
  - Medication competency

### Relevant NCNZ Competencies

(Registered Nurse Scope of Practice)

#### Competency 1.1:

**Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of professional, ethical, and relevant legislative requirements.**

### Agreed by:

\_\_\_\_\_  
(Position Holder)

\_\_\_\_\_  
(Manager)

\_\_\_\_\_  
Date