



## Registered Nurse Position Description

Position:	<b>Registered Nurse</b>		
Reports to:	<b>Nursing Services Manager</b>		
Direct Reports	<b>Enrolled Nurses; Rehabilitation Assistants (RA)</b>		
Location:	<input type="checkbox"/> AUCKLAND	<input checked="" type="checkbox"/> HAMILTON	<input type="checkbox"/> WELLINGTON

### Role of ABI

#### Our Vision:

ABI Rehabilitation makes connections and creates opportunities enabling kiritaki (clients) to achieve health and wellbeing. Together we make a positive difference recognising the value of western science and mātauranga Māori.

#### Our Mission:

The mission of ABI Rehabilitation is to work in partnership with the kiritaki and whānau to restore wellness to the maximum extent possible whilst setting standards of excellence in neuro-rehabilitation.

#### Our Values:

- **Pono and tika – Honest and right**

We act with integrity, take pride in our mahi and are accountable for our actions. We provide the right services at the right time to support client centred rehabilitation.

- **Manaaki – Aroha, respect and support**

We value the mana of kiritakis, whānau, staff and stakeholders and engage with respect, kindness, aroha and support.

- **Pūkenga – Expertise and knowledge**

We commit to best practice in the science of rehabilitation, partnerships with mātauranga Māori expertise and to value the skills and knowledge of our kiritakis and whānau. We are passionate about learning and sharing knowledge.

- **Mana ōrite – Work together equally**

As partners, we maintain the mana of all by being inclusive, valuing others world views and culture.

- **Wairua - Spirituality**

We value holistic wellbeing and respect individuals spirituality and their spiritual connections with tangata (people), tīpuna (ancestors) and the taiao (environment).



### Ngā mātāpono:

- **Rangatiratanga**  
We support kiritaki and whānau to be self-determining and be leaders of their rehabilitation journey.
- **Kaitiakitanga**  
We understand the roles and responsibilities of all people involved and engage with whānau as kaitiaki (guardian) for the kiritaki.
- **Manaakitanga**  
We value the mana (integrity/prestige) of kiritaki and whānau, staff and stakeholders and engage with respect, kindness, aroha and support.
- **Kotahitanga**  
We work collaboratively with kiritaki, whānau, staff and stakeholders on the rehabilitation journey.
- **Whanaungatanga**  
We prioritise the importance of establishing positive relationships and connections with kiritaki, whānau and stakeholders.
- **Wairuatanga**  
We work with kiritaki and whānau to understand their spiritual needs and connections and collaboratively develop plans to meet those needs.
- **Pūkengatanga**  
We commit to best practice in the science of rehabilitation, partnerships with mātauranga Māori expertise and to value the skills and knowledge of our kiritaki and whānau.

### Purpose of the Role

To provide a high standard of Comprehensive **Rehabilitation** Nursing to clients presenting with Acquired Brain Injury in line with the philosophy, policies and procedures of ABI Rehabilitation New Zealand Ltd.

To actively participate in the assessment of clients and development of the clients individual rehabilitation plan and define this clearly in terms of nursing rehabilitation goals, strategies and steps.

To participate actively in clinical reviews and staff training programmes

To contribute to all aspects of rehabilitation review and reporting as equals within the interdisciplinary clinical team.

To assist clients to achieve their maximum level of functioning and independence in all aspects of daily life.



To take responsibility for the continuation of the individual client rehabilitation programmes and timetables in collaboration with the interdisciplinary therapy team.

To provide leadership, mentoring and supervision and ensure the accountability of Enrolled Nurses, Rehabilitation Assistants and casual staff for the implementation of the client programme.

#### **Practice Guidelines**

To adhere to the philosophy of ABI Group and to strive towards fulfilling its mission, primary goals and objectives

To comply with and adhere to the New Zealand Nurses Code of Ethics

To work within the Accident Compensation Commission (ACC) Rehabilitation Guidelines

#### **Organisational Competencies**

##### **Client Focus**

Is dedicated to meeting the expectations and requirements of ABI; acts with clients and funders in mind; establishes and maintains effective relationships and gains trust and respect.

##### **Integrity and Trust**

Is widely trusted; is seen as a direct and truthful individual; keeps confidences; admits mistakes; does not represent him/herself for personal gain.

##### **Drive for Results**

Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; steadfastly pushes self and others for results.

#### **Key Relationships**

##### **Internal**

- Other members of the interdisciplinary team
- All other rehabilitation staff
- Management Team

##### **External**

- Clients/family/whānau
- ACC Case Managers
- Rehabilitation Nurses
- Schools of Nursing and students
- Other Service Providers
- Community Agencies, e.g. Equipment for Independence (EFI)

##### **Committees/Groups**

- Quality
- Infection Control
- Health & Safety
- Clinical Records
- Research
- Any other groups established from time to time



## Knowledge, Experience and Skills required

### Essential and Preferred Criteria

- Registered nurse with the Nursing Council of NZ
- Current Annual Practising Certificate
- Current full NZ Driver Licence
- 5 years post graduate experience
- Trachea trained
- Peg trained
- Medimap medication administration
- Post-graduate experience working with clients who have neurological impairments or in a rehabilitation setting
- Post-graduate courses related to Rehabilitation
- Diploma in Rehabilitation desirable

### Specific Skills

- Practice reflectively
- Plan effective medical and rehabilitation treatment programmes and evaluate outcomes within a Brain Injury / Neurological Rehabilitation setting
- Use evidence-based practices within the clinical decision-making process to ensure the most effective and safest options are utilised in defining Rehabilitation Nurse Interventions
- Work within an interdisciplinary team (IDT) model of Rehabilitation as an equal in team alongside the therapy team
- Be self-directed, flexible and have good organisational skills
- Communicate collaboratively and effectively
- Be capable of moving, repositioning, interacting with and caring for clients with ABI / neurological conditions

### Key Accountabilities

#### Key Tasks

Meet client needs within rehab nurse framework to a high clinical standard within the interdisciplinary framework and practices

### Deliverables

- Complete assessment within set timeframes
- Formulate specific client-centred step and strategies and complete protocols where nursing intervention required based on assessment findings
- Ongoing monitoring of client-centred nursing step / strategies and protocols and review / re-evaluate
- Plan, co-ordinate and implement nursing interventions in accordance with Interdisciplinary Rehabilitation Plan
- Assist with client activities of daily living in a rehabilitation framework and mentor staff within this process



<p>To be responsible for safe nursing practice</p>	<ul style="list-style-type: none"> <li>• Work inclusively with IDT and support interventions</li> <li>• Prioritise provision of client clinical treatment and interventions based on clinical needs</li> <li>• Dispense and administer medications as required within a rehabilitation framework</li> <li>• Document client related assessment, procedures and progress in Client Management System (CMS) with legislative requirements</li> <li>• To plan and facilitate discharge in liaison with relevant professional and community services / facilities</li> </ul> <p><u>Measure:</u></p> <ul style="list-style-type: none"> <li>○ CMS will evidence assessment completion in documented timeframes</li> <li>○ CMS will evidence formulation and review of step / strategy and protocols</li> <li>○ Feedback from team will support participation in client ADLs / activities and evaluation of mentoring relationship</li> <li>○ CMS will evidence day planning</li> </ul>
<p>To participate in staff and client / family education</p>	<ul style="list-style-type: none"> <li>• Provide clinical guidance, teaching and mentoring for Enrolled Nurses, Rehabilitation Assistants, Rehabilitation Facilitators, and casual staff</li> <li>• Implement rehabilitation and clinical best practice for nursing procedures</li> <li>• Provide information to assist with staff compliance with all infection control / OSH safety standards of practice</li> <li>• Be able to perform emergency procedures and CPR</li> <li>• Know and follow the safety procedures for fire</li> <li>• Know and follow 'liten-up' guidelines for individual clients</li> </ul> <p><u>Measure:</u></p> <ul style="list-style-type: none"> <li>○ Feedback to support provision of clinical guidance, teaching and mentoring</li> <li>○ CMS will evidence decision making in line with rehab / clinical best practice</li> <li>○ Complete internal training for emergency scenarios annually</li> </ul> <ul style="list-style-type: none"> <li>• Participate with client/family/ whānau initial and ongoing education regarding independence in ADL's and ABI</li> <li>• Participate in staff orientation</li> <li>• Assist with and attend ongoing staff education</li> <li>• Be responsible for your own professional development</li> </ul>



<p>Communicate within professional framework</p>	<ul style="list-style-type: none"> <li>• Keep up to date on current developments in the Brain Injury Rehabilitation</li> </ul> <p><u>Measure:</u></p> <ul style="list-style-type: none"> <li>○ CMS will evidence participation in client / family orientation</li> <li>○ Development review will evidence ongoing professional development</li> <li>○ Nurse will maintain professional portfolio as per Nursing Council requirement</li> </ul> <ul style="list-style-type: none"> <li>• Maintain confidential information relating to clients/family/ staff</li> <li>• Establish and maintain rapport with staff, clients, families and funders</li> <li>• Attend all relevant clinical, team and family meetings in clinical priority</li> <li>• Work according to legislative guidelines and further contractual requirements</li> <li>• Work in ABI Group policies and procedures</li> </ul> <p><u>Measurable:</u></p> <ul style="list-style-type: none"> <li>○ Feedback from clinical team, clients/family will support rapport development and ongoing effective communication with clients/family</li> </ul>
<p><b>Continuous Quality Improvement</b></p> <p>ABI is committed to the concept of continuous quality improvement. All ABI services, teams and staff have responsibilities at both a professional level and a service level to understand and participate in CQI activities as an integral part of their position.</p>	<ul style="list-style-type: none"> <li>• Identify opportunities for quality improvement projects</li> <li>• To actively participate, develop and implement identified quality initiatives that have been approved</li> </ul>
<p><b>Communication</b></p> <p>ABI staff are bound by the provisions of the privacy Act and the Health and Disability Code, ABI policies and contractual provisions when they are communicating with clients, families/whānau, other members of the public and other health professionals.</p>	<ul style="list-style-type: none"> <li>• Maintain effective interpersonal relationships with staff, clients, families-whānau and external stakeholders</li> <li>• Handle problems and complaints sensitively, following ABI policies and procedures</li> </ul>



<p><b>Treaty of Waitangi</b></p> <p>ABI is committed to its obligations under the Treaty of Waitangi.</p>	<ul style="list-style-type: none"> <li>As an employee, you are required to give effect to the principles of the Treaty of Waitangi.</li> </ul> <p>The principles that apply to our work are as follows.</p> <p><b>Tino rangatiratanga:</b> The guarantee of tino rangatiratanga, which provides for Māori self-determination and mana motuhake in the design, delivery, and monitoring of health and disability services.</p> <p><b>Equity:</b> The principle of equity, which requires the Crown to commit to achieving equitable health outcomes for Māori.</p> <p><b>Active protection:</b> The principle of active protection, which requires the Crown to act, to the fullest extent practicable, to achieve equitable health outcomes for Māori. This includes ensuring that it, its agents, and its Treaty partner are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity.</p> <p><b>Options:</b> The principle of options, which requires the Crown to provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.</p> <p><b>Partnership:</b> The principle of partnership, which requires the Crown and Māori to work in partnership in the governance, design, delivery, and monitoring of health and disability services. Māori must be co-designers, with the Crown, of the primary health system for Māori.</p> <ul style="list-style-type: none"> <li>It is essential that ABI employees have an understanding of Te Ao Māori. This includes an awareness of traditional and contemporary Māori, whānau/hapu structures, key Māori concepts and Māori legislation.</li> </ul>
<p><b>Health and Safety</b></p>	<ul style="list-style-type: none"> <li>Take all practical steps to ensure a safe work place and environment</li> <li>Observe, understand and comply with relevant legislation and regulations of the Health &amp; Safety At Work Act (2015).</li> <li>Attend training as directed in fire evacuation, manual handling</li> <li>Hazard identification and reporting</li> </ul>



<b>Quality and Performance</b>	<ul style="list-style-type: none"> <li>• Maintain professional and organisational quality standards.</li> <li>• Ensure delivered work is planned, delivered, and implemented consistently against quality standards.</li> <li>• Continuously identify improvement opportunities to perform job in an effective manner.</li> <li>• Investigate opportunities to achieve goals in a more efficient way.</li> <li>• Performance is in alignment with HR quality standards, organisational requirements and professional standards.</li> </ul>
<b>Documentation</b>	<p>The appointee has responsibility, in particular, for reading, signing off understanding and observing in daily practice the following Policies, procedures and documents</p> <ul style="list-style-type: none"> <li>• ABI Mission, Vision and Values and Ngā Matapono</li> <li>• ABI Strategic Plan</li> <li>• ABI Quality and Risk management Plan</li> <li>• ABI Health and Safety Manual</li> <li>• Te Hekenga-ā-ora</li> </ul>

**Note:** The above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the jobholder and the manager.