

Veterinary Nurse – Companion Animal Hospital

Position Purpose: To provide high quality nursing care and technical support within the Companion Animal Hospital of the Massey University Veterinary Teaching Hospital. To assist with all aspects of patient care, including patient triage and client communication, and to contribute to the practical and theoretical teaching of veterinary science and veterinary technology students.

Department: Veterinary Teaching Hospital within the School of Veterinary Science

Location: Palmerston North

Reports to: Group Leader – Professional Staff (Frontline Services or Referral Services)

Responsible for: Nil

Delegations: Nil

Job Title: Veterinary Nurse – Companion Animal Hospital

Key relationships:	Internal Group Leader – Professional Staff (Frontline Services or Referral Services) Fellow Veterinary Colleagues	External Clients of the Veterinary Teaching Hospital Referring Veterinarians
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Massey University: We are a world-leading university in many academic disciplines and fields of research. Our point of difference is research that is connected to community and industry. Our researchers are developing expertise and skills to advance human knowledge and understanding. Working together across disciplines and locations, we solve national and global problems through fundamental, applied and interdisciplinary research, while culturally and artistically enriching our world.

We are deeply committed to being a Te Tiriti-led university, demonstrating authentic leadership in contemporary Aotearoa New Zealand as we uphold Te Tiriti o Waitangi, the founding document of our nation, and its principles through our practice. We embrace this not just as an obligation but as a real opportunity for the nation and its people.

Our educators are preparing a new generation of global leaders. Our students are diverse and are attracted to Massey because they want to achieve their personal goals or make their mark in the world. They experience world-class learning that recognises their intellectual and cultural strengths, expands their horizons and prepares them to contribute to a rapidly transforming world with skills, critical and creative thinking and leadership.

We will be renowned for our passion and caring attitude. All Massey campuses will be innovation ecosystems, acting as magnets for smart enterprises. Wherever we are, we will operate in partnerships founded on respect, trust and mutual benefit. Massey is not only defined by what we do, but by how we do it.

About this area

The School of Veterinary Science advances knowledge in animal health and welfare, biosecurity, conservation and sustainable productivity. We are a world-leader in our field, working with governments, other universities, international and national organisations and companies to improve animal health and production, and human health. We have over 1000 students, 250 staff and 170 research programmes.

This role works within our Companion Animal Hospital Team where you will be working alongside veterinary professionals, in New Zealand's only Veterinary Teaching hospital facility. Massey Vets provides 24/7 Emergency Critical Care for Vet Clinics throughout the wider Manawatu-Whanganui region. Alongside our Community Practice and Referral clinics, this leads to both a challenging and extremely rewarding environment.

Massey core capabilities

At Massey we are Tiriti-led, upholding Te Tiriti o Waitangi principles through our practice, we:

- Demonstrate awareness of Te Tiriti o Waitangi and its contribution to Aotearoa New Zealand society
- Understand the relevance of Te Tiriti o Waitangi in relation to the work of the University and the people we serve.
- Embracing Te Reo in relevant and practical ways in our workplace interactions and engagement with external stakeholders, giving expression to Tikanga Māori and protocols that demonstrates that we respect and value Māori conventions in appropriate settings.

At Massey we work together with mutual respect and caring. we:

- Act with integrity and trustworthiness and give credit to others for the work they do.
- Work cooperatively and inter-dependently to foster and promote the One University approach
- Share knowledge and communicate professionally with courtesy and mutual respect.
- Are ethical in all transactions, working within the parameters of our policies and procedures.
- Are direct, truthful and maintain confidentiality.
- Seek to understand and appreciate our differences.
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- Keep ourselves and others safe; work together to embrace with the University's health, safety and wellbeing policies, procedures and programmes; display commitment by actively supporting all safety and wellbeing initiatives: and by actively engaging in health and safety improvement opportunities.

At Massey we are future-focused, results- oriented and strive for excellence. we:

- Take ownership and responsibility for delivering results to support achievement of University objectives.
- Provide the best quality services to our customers (internal and external) ensuring our students/ stakeholders are at the heart of everything we do.
- Deliver or support world-class research, teaching and learning and citizenship.
- Take personal responsibility for our performance, take pride in doing our job well, and commit to ongoing personal and professional development
- Are motivated and create a positive working environment where our values are reinforced.
- Anticipate and respond with agility and resilience to the changing needs of the University and the communities we serve.
- Seek ways to improve our services to deliver in an efficient and effective way.
- Embrace technology and apply this innovatively to better meet the needs of those we serve.
- Challenge ourselves to reach our potential and help bring out the best in others.
- Understand how what we do contributes to the objectives of the University.

Accountabilities

General Nursing

- Contribute in all aspects of patient care and provide appropriate assistance to the clinician(s) in the area of the Hospital where you have been assigned. The area assigned to and/or those tasks assigned will change according to the needs of the hospital and is at the discretion of the Group Leaders (Professional Staff).
- Perform high quality nursing care for all clinical cases, including critically ill and acutely sick in-patients in a professional and efficient manner.
- Perform general nursing activities adeptly to standards expected of a trained veterinary nurse. These include but are not limited to: patient handling; performance of routine procedures; administration of medications; collection and submission of diagnostic samples; anaesthetic and peri-anaesthetic patient care and monitoring and patient preparation for surgery
- Ensure that the patient's basic needs (food, water and exercise), their comfort and hygiene meet standards expected within a veterinary hospital.
- Ensure compliance with all appropriate financial transactions.
- Relay veterinary discharge instructions accurately and comprehensively to clients/other stakeholders at all times
- Ensure hygiene standards are at a high level within the hospital. E.g. Ensure sharp containers and rubbish bins are not overfull and shelves are appropriately stocked and tidy.
- Liaise with and assist all other departments as required within the companion animal hospital to ensure a good quality service for all patients of Massey University Veterinary Teaching hospital.

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- To clean and maintain equipment promptly and efficiently according to protocols.
 - Assist with clinical research projects as and when required under the supervision of the designated academic lead.
 - To perform other reasonable duties as directed (eg stocktake, reception duties).
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Service

- To practice effective and respectful communication with both internal and external stakeholders.
 - To service clients professionally and with empathy to their cultural, emotional and physical state.
 - Undertake professional development activities as required and approved, which are relevant to the position.
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Practical Instruction

- To provide quality on-the-job tuition, assistance and supervision of veterinary and veterinary technology undergraduates (within the bounds of the incumbent's knowledge and role).
 - To adeptly set up equipment and ensure adequate resources are provided for teaching classes.
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Health and Safety

- To take reasonable care of one's own health and safety, and well as that of others, so that others are not harmed by something they do or do not do.
 - To follow any reasonable instructions given by management, and comply with any relevant health and safety policies and/or procedures.
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Qualifications and Experience

Qualifications:

Diploma (or demonstrable equivalent) of Veterinary Nursing or Bachelor of Veterinary Technology

Experience:

Essential:

- Following qualification, one year in companion animal veterinary practice, consideration will be given to new graduates of BVT or DVN programmes.
- Experience of the normal physiological parameters (heart rate, respiratory rate, temperature) of dogs and cats.
- Demonstrated expertise in calculating dose rates, fluid rates, calorie requirements of dogs and cats.
- Demonstrated expertise in performing a simple physical examination to the standard deemed appropriate for a Diploma or Bachelor of Veterinary Technology qualified nurse.
- Experience in successfully monitor and extubate cats and dogs recovering from anaesthesia.

Desirable:

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- Following qualification, three or more years in companion animal veterinary practice.
 - One year's experience in an Emergency or After Hours veterinary practice.
 - Have previous experience with Cornerstone software.
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Capabilities - *Behaviour*

Interpersonal Skills

Essential

- Excellent interpersonal skills and the ability to deal with sensitive situations.
 - The ability to relate well to people from a diverse range of cultural backgrounds.
 - Ability to work as part of a team.
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Capabilities - *Technical*

Initiative

Essential

- Ability to use initiative, work with a minimum of supervision and to recognise situations where colleagues need assistance and provide support without having to be asked.
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Organisation

Essential

- Proactive and highly organised.
 - Be able to effectively manage more than one task at a time such that all tasks get completed properly and in a timely fashion.
 - Flexibility to cope with multi-tasking and changing circumstances.
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Animal Handling

Desirable

- The ability to handle all types of common domestic pets in such a way that the level of restraint is appropriate for the purpose and injury is prevented to animals, handlers and veterinary staff.
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Learning

Desirable

- The ability to pick up new skills quickly following essential/core training such that extended training is not required.
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