

# Organizational role description paper

[Health & Medicine](#), [Nursing](#)



Organizational Role Paper North shore LIJ health systems is the largest integrated health system in the United s, which aims at supporting people through the healthcare’s changing world. It is an organization made up of clinical care, health programs for the community, education, research, insurance and entrepreneurship. The director of patient care services obstetrician department has a 24-hour role of ensuring that there is an overall assessment, planning, management, implementation and patient care on service. Another role is maintaining the current knowledge and ensuring there is compliance with professional standards and regulations. The director also has a role of maintaining creativity in developing new performance programs. In collaboration with the nurses’ executives and managers, the director ensures establishment of nursing care standards and evaluation of staff compliance. Another role is to ensure protocols of research affecting the population of patients and ensuring that the nursing staff is informed about them.

Another role is ensuring accountability in provision of support services for the benefit of patient care. The director also ensures that there is a caring and safe environment maintained for the benefit of patients and ensures that the programs that are implemented within the service line are in support of cultural diversity. The director also develops service objectives and goals that are in support of values and goals of the institution. In addition, the director has a role of analyzing findings from satisfaction survey conducted by patients to ensure that agendas that are customer based are developed with input of staff and nursing management. The director also ensures that there is an effective plan for the delivery of nursing care and

that these are developed and implemented within the service plan of nursing. The director also conducts an analysis from the satisfaction survey of staff to ensure that recruitment and retention of employees is service based and ensure that unit based agendas are developed with inputs from nursing management and the staff. The director also conducts meetings with the management of nursing to address any issue related to equipments and any other concern held by the staff.

The director in collaboration with the human resource manager ensures that recruitments are made in the right way and ensures that counseling, disciplining and termination of staff is carried out when need arise. The director also has a role of making recommendations and providing growth opportunities, as well as arranging for growth, training and development of employees. The director also establishes the strategies that govern the retention of employees and establishes goals that measure their effectiveness. Another role undertaken by the director is to ensure and maintain an environment that is supportive for all members of staff. The director is also expected to respond to concerns raised by the staff on a timely basis and to maintain a high professionalism level among the employees. The director also has a role of promoting nursing empowerment for management and staff and encouraging generation of new ideas from them. The director also has a role of ensuring that there is a good relationship among all the colleagues and acting as a leader for the healthcare team.