

Position Description: Clinical Nurse Specialist

Business area:	Cancer Care Centre
FTE:	As per Conditions of Employment
Reports to:	Charge Nurse - Cancer Care

Our Vision	Leading cancer care in Aotearoa – we bring inspiration and innovation together to positively impact the lives of New Zealanders.
Our Mission	To be the patient's choice for world class cancer care delivered by people with passion.
Our Values	Excellence - We deliver outstanding care to our patients with a focus on continuous improvement. Resilience - We are flexible and responsive to the needs of our patients and our people. Collaboration - We work in partnership with our patients, their whanau, and our staff. Integrity - We act with authenticity and to the highest standard of performance and conduct.

Position Objective:

- To be professionally accountable for the leadership and provision of safe, effective specialist nursing care to oncology patients who have been assessed as most at risk of systemic anticancer therapy (SACT) side effects with or without complications from disease burden, in combination with the Cancer Care Charge Nurse.
- Provide continuity of care for the patients and acts as an integral link between the treating oncologists, haematologists, nursing team, multidisciplinary team and community services.
- Actively contribute to the review of patients in clinic in collaboration with the responsible oncologist, assessing treatment-related side effects and delivering appropriate education and management recommendations.
- Diagnose and treat common conditions within their scope of practice and can prescribe medicines specified on the medicines list as a “designated” prescriber.
- Actively contribute to the ongoing development and improvement of service delivery, influencing positive outcomes for patients, staff, and the wider organisation.

Position Description: Clinical Nurse Specialist

Functional Relationships:

Internal:	External:
• Medical Oncology & Haematology Service Manager • Charge Nurse • Oncologists/Haematologists • Nurse Practitioner • Clinical Nurse Specialists • Radiation Therapists • Dietitian • Administration team • Other Nursing colleagues • Health Care Assistants • All other St George's colleagues	• Clinicians • Allied Health Professionals/Services • Relevant associated groups including Health NZ personnel • Patients and Support people

Key Areas of Accountability:

Area of Accountability	Expected Results
Professional Practice To role model clinical leadership	• Supports the hospital and Cancer Care Centre's mission statement, values and strategic goals through clinical leadership and the provision of expert care to patients, whānau and family • Provides expert clinical leadership and coordination of resources within the Centre based on the models of care framework and is accountable for the delivery of optimal nursing care • Promotes and evaluates clinical pathways to support the delivery of integrated, patient-centred care • Role models excellence in service and provides guidance for quality nursing practice in accordance with Nursing Council requirements, the scope of practice, and within the professional boundaries stipulated in the Code of Conduct • Maintains a safe and secure environment for patients, whānau, and staff by effectively responding to emergencies and completing all mandatory annual training requirements • Provides outreach support, advanced assessment and management of patients with complex treatment- and disease-related side effects • Acts as a staff educator, coordinating education, completing competency assessments and sign-offs, and providing ongoing learning opportunities for nursing staff • Provides, facilitates, advocates and evaluates nursing care that is evidence-based and is responsive to patient needs • Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation • Ensures appropriate communication of patient health assessment information

Position Description: Clinical Nurse Specialist

Area of Accountability	Expected Results
	• Respects privacy, confidentiality of patients, colleagues and consultants • Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook and the relevant Patient Management Systems) • Promotes the profession of nursing, acts as a positive role model and a senior member of the nursing team • Establishes, maintains and terminates therapeutic relationships with patients / family / whānau / caregivers and relevant others • Encourages patient autonomy, self-determination and management
Clinician Relationships Exhibit, promote and lead exemplar clinician relationships.	• Develops, enhances, and promotes exemplar working and collaborative relationships with the Clinicians who work at St George's Cancer Care Centre including but not limited to: ◦ Ensuring Cancer Care Centre services are always focused on mutually beneficial goals and associated benefits ◦ Provides and receives constructive feedback to support continuous service improvement and the development of effective corrective action plans ◦ Ensuring that resources provide the best-in-class services to our clinicians
Leadership Develops and fosters a team environment that ensures an effective optimum service delivery	• Fosters the development of a cohesive team, demonstrating personal leadership, effective communication, and role modelling St George's Cancer Care Centre values: - ◦ Excellence ◦ Resilience ◦ Collaboration ◦ Integrity • Demonstrates ability to identify, prioritise, analyse and resolve a range of issues/problems within the specialty • Assists Charge Nurse to address HR requirements for the team. Included but not limited to ◦ Monitoring / managing leave and absenteeism ◦ Rostering to contracted hours ◦ Contributing to strategies for effective succession planning, recruitment, and retention ◦ Support for performance reviews and planning • Supports, coaches and mentors' colleagues with clinical reasoning and professional judgement
Clinical Resource management To coordinate systems to ensure optimum service delivery	• Supports clinical coordination and ensures that all administrative duties relating to the daily functioning of the treatment areas are completed in an appropriate and efficient manner • Acts in the absence of the Cancer Care Charge Nurse

Position Description: Clinical Nurse Specialist

Area of Accountability	Expected Results
	• Aids in the review of complaints and incidents providing feedback effectively and escalates appropriately • Reports to the Charge Nurse, any patient, clinician or colleague requests or issues • Addresses or seeks assistance to resolve any health and safety issues
Interpersonal Relationships and Teamwork To ensure effective teamwork and the achievement of Cancer Care's vision and strategic plan To communicate effectively with patients, colleagues, other health professionals and the public.	• Maintains approachability and an open, effective communication style • Models St George's Cancer Care Centre vision, values and goals. • Respects lines of authority and uses proper channels of communication • Is open and receptive to feedback • Establishes collaborative networks across teams for mutual benefit • Collaborates with peers to achieve strategic goals • Reinforces patient/client focus through education, practice, policies and/or procedures • Recognises individual efforts in excellent patient/client focus • Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need • Empowers others to take action to resolve patient/client issues promptly • Creates a culture of patient/client focus through person-centered care • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference
Quality Improvement	• Participates actively in quality improvement activities by planning, auditing, implementing and evaluating improvements. • Participates actively in Ministry of Health Certification and Accreditation process • Documents and reports incidents accurately in accordance with hospital policy Participates actively in the development/review of policies and procedure.
Professional Development To demonstrate a commitment to personal and professional development and actively assists with teaching and training.	• Administers systemic anti-cancer therapies (SACT) under guidelines of SACT certification through eviQ • Undertakes responsibility for meeting all the mandatory requirements and area specific certification of the professional body and the organisation • Identifies own learning requirements/deficits and develops a plan in conjunction with line manager • Demonstrates and facilitates contemporary knowledge and skills

Position Description: Clinical Nurse Specialist

Area of Accountability	Expected Results
	- Understands and adheres to all legislative requirements and follows St George's Hospital policies and procedures - Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation - Fosters an environment conducive to learning, enquiry and research
Organisational Culture To support a strong and positive image of St George's within the community and with key internal and external stakeholders	- Fosters co-operation across the organisation - Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians) - Maintains confidentiality in respect to St George's operations, business, employees, clients and patients
Te Tiriti of Waitangi	- Understands and has knowledge of Te Tiriti o Waitangi - Collaborates with colleagues regarding the integration of Te Tiriti principles in practice - Displays a willingness to work positively with organisational strategies to improve outcomes for Māori
Cultural Safety	Promotes an awareness of cultural differences amongst colleagues and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice
Health & Safety To ensure a safe working environment	- Actively demonstrates sound health and safety behaviours, complies with all health and safety policies, procedures, guidelines, instructions and safe work practices - Takes reasonable care for their own health & safety - Takes reasonable care that their actions or omissions do not adversely affect the health & safety of others at work - Participates in health and safety initiatives, consultation and continuous improvement activities - Promptly reports hazards, incidents, injuries and near misses through our H&S reporting tool
Other Duties To undertake other duties as requested by the Cancer Care Charge Nurse	- Undertakes other duties within the scope of the role as reasonably requested. - Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures

Qualifications, Experience and Personal Qualities

Position Description: Clinical Nurse Specialist

	Essential	Desirable
Qualifications	- Registered Nurse with current NZ Practising certificate - Advanced learning and contemporary knowledge in the area of specialist practice - Must be willing to work towards relevant post graduate qualification, with registered nurse prescribing	- Relevant post graduate qualification - Registered Nurse prescriber
Experience & Knowledge	- Over 3 years Oncology experience - Good working knowledge of IT systems and programs - Advanced health assessment skills - Relevant extensive oncology/haematology nursing experience - Proven ability in nursing leadership or management	Over 2 years oncology experience at a senior level
Personal Attributes	- High level of professional judgement and accountability - Strong patient and clinician focus - Emotional intelligence, resilience and leadership agility - Integrity - Is proactive, innovative and adaptable - Is an effective communicator - Is self-directed and works well under pressure - Works well autonomously and as an effective team member - Provides natural leadership and support to the team	