

Position Description: Clinical Nurse Specialist – Systemic Anti-Cancer Therapies (SACT)

Business area: Cancer Care Nelson

FTE: As per Conditions of Employment

Reports to: Medical Oncology and Haematology Service Manager

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	<p>Excellence</p> <ul style="list-style-type: none"> We deliver outstanding care to our patients with a focus on continuous improvement. <p>Resilience</p> <ul style="list-style-type: none"> We are flexible and responsive to the needs of our patients and our people. <p>Collaboration</p> <ul style="list-style-type: none"> We work in partnership with our patients, their whanau, and our staff. <p>Integrity</p> <ul style="list-style-type: none"> 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 clinical care to patients and their family/whanau at St George's Cancer Care Nelson, in combination with the Senior nursing team at St Georges Cancer Care Centre.
- To provide effective clinical oversight and coordination of the daily workflow within the Oncology and haematology treatment and clinic area.
- To be professional accountable for quality nursing management of patients, in combination with the Senior nursing team at St Georges Cancer Care Centre.
- Influence and improve the provision of the service.
- Recommend and implement innovations and developments in the specialty to improve and enhance the provision of a safe service.

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none"> Medical Oncology & Haematology Service Manager Charge Nurse 	<ul style="list-style-type: none"> Clinicians Allied Health Professionals/Services

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<ul style="list-style-type: none"> • Oncologists/Haematologists • Nurse Practitioner • Clinical Nurse Specialists • Radiation Therapists • Hospital Nursing Coordinators • Other Nursing colleagues • Dietitian • Health Care Assistants • All other St George's colleagues 	<ul style="list-style-type: none"> • Relevant associated groups including Health NZ personnel • Patients and Support persons
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Key Areas of Accountability:

Area of Accountability	Expected Results
Professional Practice To role model clinical leadership	<ul style="list-style-type: none"> • 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, whanau 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. • Leads and contributes to the delivery of integrated nursing care by evaluating and promoting clinical pathways across the patient pathway and continuum of care. • Directs, monitors, and evaluates nursing care provided by colleagues through regular performance appraisals and evaluation. • Role models excellence in service and provides guidance for quality nursing practice in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct. • Manages emergency procedures in their area, maintaining a safe and secure patient/whanau care and work environment by completing annual mandatory training. • 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. • 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 and presents a positive professional image. • Acts to promote a positive role as a senior member of the nursing team • Establishes, maintains and terminates therapeutic relationships with patients / family / whanau / caregivers and relevant others. • Contribute to patient safety through early identification of treatment toxicities • Provide coordinated supportive care, including education, toxicity management, ensuring continuity of care for patients with complex disease/treatment needs • Ensures safe and effective planning of care occurs in partnership with the patient / family / whanau. • Encourages patient autonomy, self-determination and management. • Acts as an advocate and liaison person for the patient/ family / whanau or caregivers • Administers and monitors prescribed medications according to policies, protocols and procedures

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Clinician Relationships Exhibit, promote and lead exemplar clinician relationships.	<ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Ensuring Cancer Care Centre services are always focused on mutually beneficial goals and associated benefits. Providing constructive feedback for two-way service improvements and developing corrective action plans. Ensuring that resources provide the best-in-class services to our clinicians.
Team Leadership Develops and fosters a team environment that ensures an effective optimum service delivery	<ul style="list-style-type: none"> Fosters the development of a cohesive team through personal leadership, effective communication, and role modelling St George's Cancer Care Centre values: - <ul style="list-style-type: none"> Excellence Resilience Collaboration Integrity Demonstrates ability to identify, prioritise, analyse and resolve a range of issues/problems within the specialty. Assists Medical Oncology and Haematology Service Manager to address HR requirements for the team. Included but not limited to <ul style="list-style-type: none"> Monitoring / managing leave and absenteeism. Rostering to contracted hours. Contributing to strategies for effective succession planning, recruitment, and retention. Completes Performance Reviews and Planning (PRP) for the reporting RN's and HCAs Resolves team and individual performance issues, escalating as necessary. Supports, coaches and mentors' colleagues with clinical reasoning and professional judgement.
Clinical Resource management To coordinate systems to ensure optimum service delivery	<ul style="list-style-type: none"> Ensure that all administrative duties relating to the daily functioning of the treatment areas are completed in an appropriate and efficient manner. Aids in the review of complaints and incidents providing feedback effectively and escalates appropriately Reports to the Medical Oncology and Haematology Service Manager any patient, clinician or colleague requests or issues. Addresses or seeks assistance to resolve any health and safety issues.
Interpersonal Relationships/Leadership 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.	<ul style="list-style-type: none"> 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.

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Quality Improvement	<ul style="list-style-type: none"> Participates actively in quality improvement activities by planning, 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 procedures.
Professional Development To demonstrate a commitment to personal and professional development and actively assists with teaching and training.	<ul style="list-style-type: none"> 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. 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Complies with and supports all health and safety policies, guidelines and initiatives. Ensures all incidents, injuries and near misses are reported in the St George's H&S reporting tool.
Other Duties To undertake other duties as requested by the Cancer Care Charge Nurse	<ul style="list-style-type: none"> Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.

Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered Nurse with current NZ Practising certificate Advanced learning and contemporary knowledge in the area of specialist practice. 	<ul style="list-style-type: none"> Oncology/cancer care post graduate qualification
Experience & Knowledge	<ul style="list-style-type: none"> Over 3 years Oncology experience Good working knowledge of IT systems and programs Advanced health assessment skills Relevant extensive oncology/haematology nursing experience 	<ul style="list-style-type: none"> Over 2 years oncology experience at a senior level

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	Essential	Desirable
	<ul style="list-style-type: none"> Proven ability in nursing leadership or management 	
Personal Attributes	<ul style="list-style-type: none"> Integrity Problem solving skills Motivational skills Uses initiative 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 	