



Position Description: Clinical Nurse Specialist – Cancer Care

Business area:	Cancer Care Centre
FTE:	1.0
Reports to:	Clinical Nurse team leader

Position Objective:

- To be professionally accountable for quality nursing management of patients.
- To facilitate the functioning of an environment conducive to patient and staff safety and well being.
- To support the business objectives of the organisation.

Functional Relationships:

Internal:	External:
<ul style="list-style-type: none">• Clinical Nurse Team leader• Oncologists• Radiation Therapists• Director of Nursing• Nursing Coordinators• Patient Care Manger• Nurse Educators• Infection Control Nurse• Other Nursing Staff• All other St George's staff	<ul style="list-style-type: none">• Clinicians• Allied Health Professionals• Patients and Support persons



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Key Areas of Accountability:

Area of Accountability	Expected Results
Professional Practice	<ul style="list-style-type: none"> • Provides nursing care in accordance with Nursing Council requirements and within the professional boundaries stipulated in the Code of Conduct. • Leads on and takes responsibility for maintaining skills, knowledge and competencies as per hospital policies and procedures. • 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, staff 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 and maintains a therapeutic relationship with patients / family / whanau / caregivers and relevant others. • Contribute to patient safety through early identification of treatment toxicities • Co-ordination of appropriate intervention to manage toxicity in a timely manner • Lead on the nursing management of patients / family / whanau / caregivers or authorized representative for patients receiving both chemotherapy and radiotherapy. In order to assist them to maintain quality of life through treatment and to potentially avoid hospital admission caused by treatment induced toxicity. • 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. • Provides telephone support and/or advice for patients in relation to current oncology condition/treatment protocols, ensuring continuity with community services. • Encourages patient autonomy, self-determination and management. • Acts as an advocate and liaison person for the patient/ family / whanau or caregivers • Uses expert knowledge to manage symptoms to adapt and modify patient care based on evaluation(s) / outcomes and information • Administers and monitors prescribed medications according to policies, protocols and procedures • Administers chemotherapy under guidelines of chemotherapy certification. • Maintains certification in chemotherapy and advanced IV management. • Act as a key resource and advocate for patients and staff • Audit CDHB ward admissions annually • Audit out of hour telephone triage calls • Accurate records of referrals and patient contacts – updated daily on MOSAIQ • Undertake research on validated risk assessment tool for chemotherapy induced toxicities to ensure capturing appropriate referrals •
Interpersonal Relationships/Leadership and Teamwork	<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.



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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Participates actively in quality improvement activities by planning, implementing and evaluating improvements. • Initiates, participates in design and evaluates audits and applies outcomes to improve service provision. • 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. • Audit CDHB ward admissions annually • Audit out of hour telephone triage calls • Accurate records of referrals and patient contacts – updated daily on MOSAIQ • Undertake research on validated risk assessment tool for chemotherapy induced toxicities to ensure capturing appropriate referrals
Professional Development	<ul style="list-style-type: none"> • Maintains and continuously updates professional portfolio. • Maintains own professional development and mandatory updates. • Undertakes responsibility for meeting all the mandatory requirements 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. • Identifies own learning requirements/deficits and discusses development plan with Manager. • Attends CPR updates and familiarises self with emergency equipment. • Attends relevant study days and in-service education. • Fosters an environment conducive to learning, enquiry and research. • Participates in approved research programmes as requested.
Organisational Culture	<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. • Adheres to St George's policies and procedures.
Cultural understanding of the Treaty of Waitangi	<ul style="list-style-type: none"> • Understands and has knowledge of the Treaty of Waitangi and implications for clinical practice.



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	<ul style="list-style-type: none">• Collaborates with colleagues regarding the integration of the Treaty principles of partnership, protection and participation in practice, guiding and providing resources to foster understanding.• Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori.• Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice.
Health & Safety	<ul style="list-style-type: none">• Ensures accidents and untoward incidents occurring in the department are reported.• Takes reasonable care for personal health and safety.• Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons.• Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with the Health and Safety at work Act 2015• Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers.• Ensures compliance with hospital security requirements and is vigilant in all matters of security.• Recognises safety hazards and initiates appropriate corrective actions.• Attends fire and evacuation lectures and participates in drills as required.• Participates in Health and Safety training as mandated by St George's from time to time.
Other Duties	<ul style="list-style-type: none">• Undertakes other duties as requested from time to time• Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.



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Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Be prepared to work toward a post graduate qualification	<ul style="list-style-type: none">• Oncology/cancer care post - graduate qualification
Experience & Knowledge	<ul style="list-style-type: none">• Over 5 years Oncology experience• Good working knowledge of IT systems and programs	<ul style="list-style-type: none">• Over 2 years oncology experience at a senior level
Personal Attributes	<ul style="list-style-type: none">• Be self-directed• Can adjust and adapt to rapidly changing health demands	

Agreed by:

Signed: _____ Date: _____
Employee

Signed: _____ Date: _____
Hospital Manager