

## POSITION DESCRIPTION

January 2026

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

The Canterbury District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

### **Organisational Vision**

The CDHB's vision is to improve the health and well being of the people living in Canterbury.

### **Organisational Values**

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

### **POSITION TITLE:**

Registered Nurse Development Role Palliative Care

### **REPORTS TO (Title):**

DON Canterbury Regional Cancer & Haematology Service

### **REPORTS ON A DAILY BASIS TO:**

Nurse Practitioner Palliative Care and/or Clinical Nurse Specialist

### **PRINCIPAL OBJECTIVES:**

The Palliative Care Registered Nurse (RN) provides expert advice and support to adult CHB patients with complex needs related to a life-threatening illness. This includes support to families and staff.

In addition, the RN has a role in supporting generalist providers in the care of those with less complex needs, acting as an educator and specialist resource.

The RN role collaborates with other specialty teams throughout the hospital and into the primary care setting such as hospice and community palliative care services.

The anticipated outcomes of care is to improve the quality of life of patients and their families through the prevention and relief of suffering by means of early identification and impeccable assessment and treatment of pain and other problems, physical, psychosocial and spiritual.

### **FUNCTIONAL RELATIONSHIPS:**

(Who are the customer/consumers/patients)

#### **INTERNALLY:**

1	Palliative Care Clinical Director
2	Palliative Care Nurse Practitioner
3	Palliative Care Registrar
4	Director of Nursing Cancer and Blood Services
5	Service Manager Cancer and Blood Services
6	Clinical Charge Nurses
7	Clinical Nurse Specialists
8	Clinical Nurse Educators
9	Nursing Staff
	Medical Staff

**EXTERNALLY:**

1	Nurse Maude Hospice and Palliative Care Service
2	General Practitioners
3	Private providers of palliative care
4	Community agencies and NGO's
5	Cancer society
6	Tertiary Health and Education Agencies
7	Nursing Council of New Zealand

**KEY PERFORMANCE OBJECTIVES:**

<b>Task</b>	<b>Provides Palliative Care clinical expertise to all specialties within the Christchurch Hospital and Burwood Hospital</b>
Expected Result	<ul style="list-style-type: none"> <li>• Contributes to the provision of a palliative care service by offering specialist nursing knowledge, skills and advice to those involved in the care of patients requiring pain and symptom control.</li> <li>• Receives referrals for specialist palliative care according to established referral criteria.</li> <li>• Is available for prompt response to consultations from clinicians in all wards at Christchurch and other DHB Hospitals. Same day service is expected where possible.</li> <li>• Undertakes a full palliative care nursing assessment and regular reviews of patients referred to the Service.</li> <li>• Provides emotional support to patient's families, carers and staff</li> <li>• Provides advice on or direct nursing intervention as appropriate (e.g., syringe drivers, bowel care, pressure area care, etc)</li> <li>• Promotes evidence-based practice.</li> <li>• Recognises cultural, social, spiritual and psychological issues surrounding death and dying.</li> <li>• Provides regular feedback/review meetings with MDT.</li> <li>• Recognises and values the roles and skills of all members of the health care team in the delivery of care</li> </ul>
<b>Task</b>	<b>Provides &amp; models palliative care education for specialist and generalist providers</b>
Expected Result	<ul style="list-style-type: none"> <li>• Role models expert skills and culturally safe nursing practice, promoting Māori access to palliative care services.</li> <li>• Demonstrates a holistic model of care for those with a life-threatening illness encompassing the Māori philosophy of health and well-being Te Whare Tapa Wha</li> <li>• Is available as a resource person for patients, family and staff including contact with professionals.</li> <li>• Involvement in the identification, planning, development and implementation of education programmes in palliative care to relevant disciplines</li> <li>• Seeks out individual professional development opportunities to improve specialist knowledge</li> </ul>
<b>Task</b>	<b>Manages the provision of palliative care services across tertiary and primary care to meet patient's ongoing needs after discharge</b>
Expected Result	<ul style="list-style-type: none"> <li>• Ensures effective liaison between Christchurch Hospital and primary care services is established and maintained, providing appropriate feedback as required.</li> <li>• Provides appropriate feedback to the community palliative care provider regarding patients known to them.</li> <li>• Enhances appropriate and timely discharge planning including interdisciplinary meetings and involvement of community services as</li> </ul>

	required
<b>Task</b>	<b>Ensures that a high-level palliative care service is managed and maintained, and provided in a timely and efficient manner</b>
Expected Result	<ul style="list-style-type: none"> <li>• Actively enhances the profile and development of palliative care services within Te Whatu Ora.</li> <li>• Applies legal and ethical decision-making principles and planning and delivering palliative care for people with a life-threatening illness</li> <li>• Accurately documents a nursing assessment, management plan and evidence of ongoing evaluation of clinical outcomes and symptom control.</li> <li>• Recognises early subtle changes in patients' health status and/or circumstances and intervenes appropriately.</li> <li>• Actively encourages a partnership model of care for people living with a life-threatening illness, acknowledging and clarifying their goals, priorities and choices in care.</li> <li>• Participate in the development of review systems for protocols, guidelines and policies pertaining to palliative care</li> <li>• Undertakes project work as required, eg, patient care pathways, and service quality</li> </ul>
<b>Task</b>	<b>Takes responsibility for own ongoing professional practice, development and performance</b>
Expected Result	<ul style="list-style-type: none"> <li>• Works within the regulations of the Nursing Council of New Zealand and relevant health sector legislation and regulations</li> <li>• Validates and documents decision-making and outcomes based on nursing knowledge and clinical experience.</li> <li>• Leads professional conduct by example and practices in accordance with legal, ethical, culturally safe and professional standards.</li> <li>• Establishes, maintains and concludes therapeutic Intrapersonal relationships.</li> <li>• Demonstrates an awareness of current gaps in knowledge of palliative care, and uses available resources to develop skills required to care for people with a life limiting illness.</li> <li>• Continues to advance clinical knowledge and skills through self-learning, ward teachings/presentations and other educational opportunities relevant to role and scope of practice.</li> <li>• Ongoing level 8 papers</li> <li>• Complete PDRP</li> <li>• Prioritises own workload and acknowledges own limitations of knowledge and complex situations and utilises appropriate resource people when necessary</li> </ul>
<b>Task</b>	<b>Opportunities</b>
	<ul style="list-style-type: none"> <li>• On the job training</li> <li>• Close support and supervision from senior nurses and medical staff.</li> <li>• Opportunities to see a wide range of patients across the hospital.</li> <li>• Chance to practice holistic nursing care</li> <li>• Expectation to be supported to develop to CNS level/ role</li> </ul>

**HEALTH & SAFETY:**

- Observe all Canterbury DHB safe work procedures and instructions.
- Ensure your own safety and that of others.
- Report any hazards or potential hazard immediately.
- Use all protective equipment and wear protective clothing provided.
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager.
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in the Canterbury DHB's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

### **QUALITY:**

Every staff member within Te Whatu Ora is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

### **QUALIFICATIONS & EXPERIENCE:**

#### **Essential:**

- Registered with the Nursing Council of New Zealand as a Registered Nurse
- Hold a current Nursing Council of New Zealand Practising Certificate
- The expectation within this role will be ongoing academic qualifications
- Demonstrated teaching skills.
- Demonstrated effective teamwork with all health professionals.
- Demonstrated ability to contribute to the professional development of nursing throughout the organisation.
- Demonstrated ability to develop appropriate nursing standards and quality initiatives
- Provides leadership within nursing
- Adhere to Canterbury District Health Board's policies and procedures.

#### **Desirable:**

- Clinical experience in oncology/haematology/general medicine
- Working towards a post graduate qualification supporting palliative care nursing practice.

### **PERSONAL ATTRIBUTES:**

#### **Mandatory:**

- Be prepared to be accountable for her/his own nursing practice, with well-developed critical thinking skills.
- Have the ability to contribute positively as part of the team.
- Have good communication skills, professional manner and presentation.
- Have a commitment to ongoing development of nursing skills and in-service education.
- Be prepared to undertake other duties as reasonably requested by line manager(s).

#### **Key Behaviours**

- Ability to "work together" in a truthful and helpful manner.
- Ability to "work smarter" by being innovative and proactive.
- Accepts responsibility for actions.
- Ability to provide inspirational and motivational leadership

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.