

POSITION DESCRIPTION

Position Title	Registered Nurse – He Whare Korowai (Home from Home)
Department	Health Services
Date Issued:	May 2025
Reports To:	GM Health Services
Direct Reports:	Nil
Purpose of this Position How does this role support HWA's strategic goals and philosophy?	<p>The purpose of the RN – He Whare Korowai is to work alongside patients and their whānau to provide holistic palliative care services in He Whare Korowai in line with Hospice's values, promoting a peaceful and supportive home environment.</p> <p>The RN – He Whare Korowai will achieve this by:</p> <ul style="list-style-type: none"> • Providing outstanding nursing care and service delivery for patients requiring respite and/or with complex symptom management needs across a 24-hour, 7 day per week roster, with support from a Specialist Palliative care team. • Collaborating closely with the interdisciplinary team, patients and whānau to ensure coordinated, culturally responsive and holistic person-centred care. • Acting as a clinical resource offering guidance, education and support to patients, whānau and other healthcare professionals as required
Relationships Important people you will connect with in this role.	<p>INTERNAL</p> <ul style="list-style-type: none"> • Hospice West Auckland team, including Volunteers • After Hours Advisory Service <p>EXTERNAL</p> <ul style="list-style-type: none"> • Palliative Care Specialists • District Nursing Services • Social workers • Nurse managers • General Practice teams • Rest homes, public and private hospitals

	<ul style="list-style-type: none"> Health and care providers, pharmacies, community groups and people in the wider community Local iwi Hospices of Auckland and Hospice New Zealand Public health organisations
Essential Skills, Experience & Qualifications Entry level requirements.	<ul style="list-style-type: none"> Hold current New Zealand Nursing registration. At least 2 years previous experience as a registered nurse in New Zealand in a related setting (hospice, oncology, general practice, residential care). Demonstrates meeting Level 2 of the Nursing Council Registered Nurse Pou (competencies). Commitment to develop palliative care knowledge and skills Impeccable assessment skills Be an excellent communicator to all people with demonstrated expertise in developing rapport with diverse peoples. High level of maturity to handle difficult situations with sensitivity. Highly competent user of computers and other technology in a health context. Be open, curious, encouraging, resilient and professional in nature. Hold full clean NZ Drivers licence Willingness to work in the community with appropriate support and education
Work Requirements Health and Safety considerations of this role.	<ul style="list-style-type: none"> <input type="checkbox"/> Heavy Lifting <input type="checkbox"/> Patient Contact <input type="checkbox"/> High volume computer work <input type="checkbox"/> Infrequent driving requirement <input type="checkbox"/> Manual cleaning / domestic duties <input type="checkbox"/> Shift work – 24 Hour roster, 7 days per week <input type="checkbox"/> Possible lone working
Authorities Any financial or delegated authority.	<p>Matters that must be referred to the GM Health Services:</p> <ul style="list-style-type: none"> Any expenditure Any incidents, risks or performance matters that may affect HWA Any incidents, risks or performance matters that may impact on Hospice West Auckland and/or staff reputation and standing in the community

Areas of Accountability

Hospice Values

Pokohiwi ki te Pokohiwi (shoulder to shoulder), our people will demonstrate:

Respect
Wairua Whakaute

Innovation
Aronga Whānoke

Accountability
Kaitiaki Taonga

Compassion
Ngākau Aroha

Togetherness
Kotahitanga

- Personal behaviour and attitude towards patients, their families, staff colleagues and volunteers is consistent with HWA's vision, philosophy and values.
- The diversity in the people who comprise HWA's patients and staff is valued and respected and reflected in your work and service delivery.
- You show respect and a professional approach to all people (internal and external) including but not limited to patients, families, donors, supporters, sponsors, HWA staff and volunteers.
- Understanding of Te Tiriti o Waitangi is reflected in HWA work and service delivery.

Key Accountability	Deliverables and Measurables:
<p>Service Delivery</p> <p>Viable and high-quality palliative care services are delivered to the West Auckland community in He Whare Korowai</p>	<ul style="list-style-type: none"> • Service delivery is effective, efficient and reflects best practice in all aspects. • Palliative care services meet or exceed patient and family/ whānau expectations. • Liaises with the wider nursing team to provide integrated and effective care. • Practices under the direction of the Clinical Nurse Lead – Korowai Care or designated delegate. • Acts in alignment with Nursing Code of Ethics and Code of Conduct. • Hospice philosophy is reflected in nursing practice. • Ability to think ahead, anticipate problems, collate information resources, and prioritise workload to achieve goals. • Ability to work effectively under pressure and in the face of unplanned events

<p>Service Delivery</p> <p>Proficient clinical judgement in assessment, planning, implementing and evaluating all components of care for patients with specialist palliative needs ensures the highest standard of care</p>	<ul style="list-style-type: none"> • Palliative care needs of patients and their families/ whānau are identified and prioritised based on needs • Demonstrates the ability to apply NZNC Pou (competencies) in palliative care including holistic assessment, planning, implementation and evaluation of care. • Patients, carers, families and other professionals receive advice on all aspects of palliative care. • Complex needs or treatments are identified and escalated to a Senior Nurse, After Hours nurse or on call Doctor when necessary. • He Whare Korowai Referrals are received and managed in conjunction with the wider interdisciplinary Health & Social Care team. • Effectively communicates with patients to allow them to make an informed choice in relation to their treatment. Acts as an advocate for the person and their whānau to ensure appropriate and timely care. • Delegates appropriate work to healthcare assistants and provides supervision as required • Proficient ability to contribute to the consideration of the benefits, burdens and risks of investigations and treatments and make decisions regarding the appropriateness of these for each person in their care. Able to provide proficient explanation of effects, consequences and alternatives of treatment or seek specialist input.
<p>Service Delivery</p> <p>Patients and their whānau receive comprehensive initial and on-going palliative care nursing assessments</p>	<ul style="list-style-type: none"> • Provides proficient care for individuals/whānau with complex needs. • Respects the patients' values and beliefs and changes approach to meet their needs. • Undertakes learning about safe cultural practice. • All He Whare Korowai patients and whānau are accurately assessed in appropriate agreed timeframes and all follow ups are completed as agreed • Patient and whānau issues are identified and responded to in line with best practice principles and/or referrals to appropriate services are made in a timely manner
<p>Service Delivery</p> <p>Is an active and contributing member of the Interdisciplinary Team</p>	<ul style="list-style-type: none"> • Attends regular Interdisciplinary Team meetings and other related meetings as agreed. • Makes effective, professional, and concise contributions. • Demonstrates awareness of the need for communicating with relevant teams that may impact on the delivery of care. • Demonstrates ability to enlist the skills of the interdisciplinary team to enhance and support communication with the person and their whānau. • Provides support to the wider community nursing team as required • Supports Audit processes and ensures that the environment and care is compliant with HWA policies and procedures.

<p>Service Delivery</p> <p>All patients and whānau receive consistent and seamless palliative care and support</p>	<ul style="list-style-type: none"> • Excellent time management is demonstrated. • Workloads are managed professionally and effectively. • Accurate care plans and related documentation are completed daily. • Practice reflects current advances in nursing practice and research. • Treats patients and whānau with courtesy, respect and compassion and constantly involves patient whānau in decision making where appropriate. • Systemically identifies and advocated on an ongoing basis for the individuals goals, priorities and choices regarding palliative care, within mutually agreed boundaries.
<p>Ongoing Professional Development</p>	<ul style="list-style-type: none"> • Actively participates in performance review process and 1:1 meetings • Responds to constructive feedback by seeking opportunities to build skills in identified areas • Requests support for training / coaching in any areas where skills or knowledge are not sufficient to meet the standards of the position • Maintains own professional development requirements, in consultation with manager, including HWA Mandatory Training and Nursing Council Practice Requirements. • Participates in appropriate training opportunities and toolboxes for own development • Provides coaching and support to colleagues in own areas of expertise if requested by manager
<p>Team Contribution</p>	<ul style="list-style-type: none"> • Positively contributes to the team through clear, effective and timely communication to others • Supports others to learn and develop wider skills through the sharing of knowledge and information related to their professional specialty • Is open and flexible and able to adapt quickly to challenges and change and supports others to do so • Behaves and works in an ethical manner that is consistent with their professional standards • Attends and participates actively and constructively in team events (i.e. all staff meetings, functions and social events) • Behaviours support a culture of collaboration and cooperation and demonstrate respect for all functions of the HWA team
<p>Health and Safety</p> <p><i>Employee</i></p>	<ul style="list-style-type: none"> • Take reasonable care to ensure the health and safety of themselves and others in the workplace • Follow instructions from the PCBU • Cooperate with health and safety policies and procedures of the PCBU • Workers have the right to refuse to undertake unsafe/ dangerous work

Variance

The accountabilities and responsibilities in this document may vary from time to time according to the external environment, the needs of the service and the reasonable expectations of the business and its clients.

I acknowledge that I have read this position description and understand the duties, accountabilities and deliverables of this role.

Signed:

Date:

Employee

Signed:

Date:

GM - People & Culture