



Position Description

Position title:	Clinical Nurse Leader Peri-Anaesthesia	Date:	September 2025
Reports to:	Peri-Anaesthesia Services Manager	Department:	Peri-Anaesthesia
Number of reports:	Direct: Total (include indirect):	Location:	Auckland
Delegated financial authority:	NA	Budget ownership:	No
Level of influence:	Leading others		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
To help people live their best lives by reimagining healthcare.	To advance the provision of quality healthcare in Aotearoa New Zealand.

Values and Behaviours

Care First: Care is at our heart. It's the foundation of who we are and how we approach our mahi. Through genuine manaakitanga, we deliver a quality of care that makes healthcare more human.

Better Together: Our strength comes from connection and collaboration – we bring together our diverse skills, perspectives, and experiences in the spirit of partnership and kotahitanga. We all play our part creating better outcomes for everyone.

Pursue Excellence: Every day brings a new opportunity to improve, innovate, and excel. We don't settle for 'good enough'. We're here to do our best work, delivering our best care for the people and communities we serve.

Role Purpose

The Peri-Anaesthesia Clinical Nurse Leader is a registered nurse responsible for the care of patients being prepared to undergo, or recovering from, anaesthesia. The role is pivotal in ensuring the smooth transition of patients through all aspects of their journey by providing leadership, mentorship and clinical supervision to the nursing and HCA team. The Peri-Anaesthesia Nurse CNL is responsible for patient care across Admissions, PACU and Day Stay according to operational requirements to facilitate service delivery and a streamline patient experience

Key Relationships

Internal

- Senior Leadership team
- Registered Nurses/Anaesthetic Technicians in OR, PACU, Day Stay, Ward and Admissions

External

- Patients and their families
- Medical specialists
- NZ Nursing Council
- Nursing Directorate

Key Accountabilities

Leadership

- Able to lead a team and make sound decisions under pressure
- Role models the highest standards of patient care and safety
- Demonstrates advanced clinical knowledge, experience and assessment skills in high dependency and surgical nursing, especially in the management of clinical emergencies and complex clinical situations
- Acts as an expert resource to others
- Encourage and influences a collaborative and positive collegial team culture
- Maintains strong relationships with medical specialist the other members of the multidisciplinary team

Capability

- Uses nursing knowledge and critical thinking to provide evidence-based care ensuring holistic assessment, comprehensive planning, skilled interventions, and robust evaluation
- Completes required documentation to a high standard – hard copy and electronic
- Directs, monitors, and evaluates care that is provided by enrolled nurses, healthcare assistants and others
- Promotes a culturally sensitive environment that enables patient safety, independence, quality of life and health
- Assists with other activities of a clinical or business nature that includes performing delegated tasks, being a team member in work activities and/or project management and action plans
- Is a reflective practitioner both in practice and on practice

Relationship Management

- Therapeutic relationships with patients are appropriate and support quality outcomes
- Communicates effectively with patients and their families
- Relationships with colleagues and Medical Specialists are maintained to ensure positive interaction and a collaborative team environment

Role responsibilities

- Admit patients to service ensuring they are prepared for surgery by utilising comprehensive nursing assessment and planning. Initiate laboratory testing/review of results and liaise with medical specialists and other hospital services as required to ensure continuity of care
- Orientate patient and their whanau to the service ensuring Māori patients are offered Kaimahi guidance and support at the earliest opportunity
- Recover patients from anaesthesia and surgery until they meet transfer of care criteria before admission to the ward or discharge home. Recognise and manage adverse reactions to anaesthesia and escalate appropriately to the medical specialists

- Ensure patients are safe to be discharged out of the service. Provide and explain post-procedure discharge instructions to the patient inclusive of physical, psychological, social, cultural, and educational needs of the patient.
- Ensure the patients electronic medical and paper records are complete prior to discharge
- Provide orientation and training of new employees as assigned.
- Capture costs of supplies and consumables in accordance with policy
- Other duties as assigned.

Health, Safety and Wellbeing

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk.
- Identify, report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

Commitment to the principles of Te Tiriti o Waitangi

- Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

Commitment to Diversity, Equity and Inclusion (DEI)

- Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seek opportunities to include diversity, equity and inclusion practices in everyday work.

Commitment to Environment, Social and Governance (ESG)

- Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments.
- Actively engage to improve your knowledge regarding sustainable practices whenever possible.

Role Requirements

Experience and skills required:

Education and qualifications required:

- Bachelor of nursing

<ul style="list-style-type: none"> • 5 years' experience in the Post Anaesthesia Care Unit and/or Day Stay Unit and/or Surgical Ward and or HDU/ICU/ED <p>Experience and skills desirable:</p> <ul style="list-style-type: none"> • IV cannulation certification • Blood sampling • Basic 12 lead ECG interpretation 	<ul style="list-style-type: none"> • Current APC with New Zealand Nursing Council • Post graduate course in clinical assessment/diagnostic reasoning • Advanced CORE • Paediatric Advanced Life Support <p>Education and qualifications desirable:</p> <ul style="list-style-type: none"> • Post graduate course in pharmacology
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Leadership Attributes	
<p>Human Centred Leadership</p> <ul style="list-style-type: none"> • Empathy • Adaptability • Connection <p>Performance Coach</p> <ul style="list-style-type: none"> • Accountability • Engagement • Collaboration 	<p>Change Enabler</p> <ul style="list-style-type: none"> • Execution • Energy • Contribution