DATE: June 2016

JOB TITLE: CNS Palliative Care: Aged Residential Care Focus

DEPARTMENT: Clinical

LOCATION: Based at Arohanui Hospice & working across MidCentral and Whanganui DHB regions.

RESPONSIBLE TO: Director Clinical Services & Innovation Project Reference Group

FUNCTIONAL RELATIONSHIPS: ARC service providers
Arohanui Hospice Team, specifically PCC, IPU & ERU.
All external interdisciplinary professionals
Hospital interfaces including ED, Elder Health
Residents, families and significant others

PURPOSE OF POSITION

To empower aged residential care nurses and care assistants to provide high quality, person centred, palliative care by providing education, targeted clinical mentoring and coaching. Developing and sustaining the implementation of the Palliative Care Quality Framework within ARC Facilities.

1. To facilitate and lead improved equity of access to quality primary palliative care across Aged Residential Care (ARC) facilities; improved service integration; improved staff satisfaction and fewer admissions from ARC to ED for people with palliative care symptom management as set out in the SEQUAL innovation project.
2. Provide clinical mentoring and coaching to ARC staff
3. Facilitate integration with specialist palliative care services, including clinical teaching and education, and providing specialist palliative clinical support.

POSITION RESPONSIBILITIES

Domain One: Professional Responsibilities
This domain contains competencies that relate to professional, legal and ethical responsibilities and cultural safety. These include being able to demonstrate knowledge and judgement and being
accountable for own actions and decisions, while promoting an environment that maximises health consumer safety, independence, quality of life and health.

- During the pilot builds a sustainable and significant presence in the aged care setting as a resource, role model, coach and advocate.
- Expert nursing knowledge and clinical leadership is evidenced through involvement and oversight of direct patient care delivery.
- Works with ARC to develop a sustainable process of identification and management of residents with an active palliative care need.
- Supports ARC’s in development of evidence based guidelines and protocols for palliative care using the PC Quality framework and is focused on meeting the need of resident / family / whanau.
- Referral processes are in place, reviewed regularly, and all GP’s associated with the facility, the practice nurses and other key health providers are aware of the SEQUAL project and have an understanding of how the CNS role can support them in caring for a resident with identified palliative care need.
- Assessments are comprehensive and culturally appropriate. Information and statistics are collected to accurately report on the service provision.
- Understands, promotes, introduces and evolves the Palliative Care Quality Framework with in all ARC facilities in the MDHB and selected WDHB areas.
- Learning needs for ARC staff are identified, supported, developed and reported.
- Practices in accordance with legal, ethical, culturally safe and professional standards.

Domain Two: Management of Nursing Care

This domain contains competencies related to assessment and managing health consumer care, which is responsive to the consumers’ needs, and which is supported by nursing knowledge and evidence based research.

- Person Centred palliative care plans are developed with the ARC nurse in consultation with the resident, family and other relevant health care providers. Specialist PC referrals are actioned when identified.
- Facility resources are updated and models explored to support ARC’s in delivery of palliative care eg clinical guidelines, map of medicine, end of life plans, bereavement guidelines.
- A strong, clinical, onsite presence is maintained to ensure the ability to lead by example is demonstrated and leads to a supported environment of integrated learning and a change in clinical practice.
- A variety of appropriate teaching resources are developed / adapted and presented to health professionals in a user friendly way. This resource is maintained and promoted.
- Contemporary technology is utilised for ongoing access of information to health practitioners and also to residents/family /whanau
• Teaching resources are introduced collaboratively preventing duplication and ensuring consistency
• Skills of others are utilised to support learning
• Has an in depth understanding of how to use Medimap to review medication usage, need and efficacy is developed to aid in appropriate medication support.
• Leads in case review and debriefing activities as required.

Domain Three: Interpersonal Relationships
*This domain contains competencies related to interpersonal and therapeutic communication with health consumers, other nursing staff and interprofessional communication and documentation.*

• Will attend, facilitate or contribute to family and / or multidisciplinary meetings to discuss plan of care. This may be in an advocacy or a specialist advice role.
• A palliative care plan is developed and relevant documentation is established for all identified residents in consultation with resident and other care professionals.
• Promotes, advocates and champions co-design principles (inclusion of family requests and input ) into care delivery across the ARC’s
• Demonstrates skilled mentoring/coaching, teaching and supervision of nursing staff and other health professionals.
• Uses a variety of effective verbal and non-verbal communication techniques appropriate to the circumstance.
• Discussions concerning patients & providers are restricted to settings, learning situations and /or relevant members of the health care team.

Domain Four: Inter-professional Healthcare and Quality Improvement
*This domain contains competencies to demonstrate that, as a member of the health care team, the nurse evaluates the effectiveness of care and promotes a nursing perspective within the interprofessional activities of the team.*

• Represents role establishing partnerships and networks with colleagues, attendance at Primary health meetings, ARC forums – receipt and dissemination of relevant information.
• Establishes formal palliative care networks and liaison links across aged care and connected across the continuum of care.
• Attends identified organisational meetings, communicating all appropriate and relevant information
• Evaluates the effectiveness, efficiency and quality of the SEQUAL project
• Demonstrates commitment to quality improvements, risk management and resource utilisation
• Participates in the development of strategic and operational plans as appropriate
Engages in research, audit and quality initiatives, evaluation of SEQUAL, encouraging participation and awareness with colleagues and the wider organisation
Maintains own professional development and contributes to the professional development of others

Management of the Principles of the Treaty of Waitangi within the philosophy of palliative care and Arohanui Hospice
Demonstrates an understanding of the Treaty of Waitangi and its principles and encourages its recognition within the delivery of hospice services
Integrates the principles of the Treaty of Waitangi into all practices and management procedures where possible.
Is aware of cultural protocols and practices when working with Māori patients and their whanau and Māori health providers.

Health and Safety
Takes responsibility for the health and safety of staff and self.
Ensures all hazards are identified and controlled.
Actively encourages and supports local work place safety management practices.
Ensures accurate reporting and recording of all Health and Safety matters.

PERSON SPECIFICATIONS

Essential Qualifications
Registered Nurse with the Nursing Council of New Zealand
Current Annual Practicing Certificate
Proven and extensive clinical background in Specialist Palliative Care
A minimum 5 years post graduate experience in palliative care?
Has achieved or working towards completion of a Master Degree in Nursing with a Palliative Care endorsement
Ability to work in New Zealand permanently
Must have a current, unrestricted vehicle drivers licence with no impediments to travelling within the area serviced by Arohanui Hospice
Essential Competencies

- Continuing commitment to personal development ensuring that own skills and knowledge are maintained and advanced
- Level 4 of Professional Development Recognition Programme (PDRP) or working towards this
- Have sound, practical experience in a specialist palliative care setting including advanced nursing assessment skills and proven effective communication and leadership skills
- Awareness of current trends in palliative, end of life care and gerontology.
- Developed understanding of and passion for quality improvement in all aspects of your own nursing practice and focus
- Proven ability to problem solve, mediate and resolve issues with an outcome focus
- Proven ability to make difficult decisions
- High standard of computer literacy with experience in patient management software and MS Office software
- Well-developed verbal and written communication skills
- Commitment to the effective management of the Principles of the Treaty of Waitangi and the need for cultural safety

Essential Specialty – specific competencies

- Demonstrated ability to provide expert specialist palliative care and education to individuals, their family’s and staff
- Demonstrated ability to provide relevant specialty education to health professionals and other providers across the health continuum
- Knowledge, understanding and respect of the Aged Residential Care Sector
- Proven ability to lead and take people with them on the change journey

Attributes

- Demonstrates reliability, flexibility and adaptability and is able to accept feedback on own performance
- Skilled practitioner while being kind, compassionate and affable with a good level of empathy for others
- Motivating, energising, inspiring, tenacious and innovative
- Articulate and self managing with ability to accept direction as appropriate
- Logical thinker and able to act calmly and professionally in the management of the unexpected
- Known credibility with Palliative Care service.
Organisational expectations

- Self directed, self monitoring and a productive approach to work with well developed organisational skills
- Role model the Arohanui Hospice and Palliative Care vision and philosophy
- Develop and promote Palliative Care nursing in the Aged Care setting with a sound understanding of the intricacies of ARC facilities and a respect for the people who work in this sector
- Excellent time management and ability to be self directed and motivated
- Commitment to and passion for own ongoing professional development

GENERAL RESPONSIBILITIES OF AN AROHANUI HOSPICE EMPLOYEE:

I agree to undertake and perform all duties, tasks and general responsibilities as identified in this Job Description and as required by the employer either orally or in writing.

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