

Position Description

Role: Clinical Nurse Educator 0.5

Department: Education

Date: August 2021

This job description is designed to give an indication of the type of work and performance expected of the job holder. It does not provide an exhaustive list of duties or performance standards, and the job holder agrees to undertake any other tasks that are consistent with the position and with the provisions of quality service to Mary Potter Hospice patients and their families and whānau. In order to meet the changing needs of Mary Potter Hospice, this job description may require change from time to time.

Overview of the role

The Clinical Nurse Educator (CNE) is an expert in Palliative Care and Professional Development. The role is responsible for identifying education needs, provision of professional development in response to those identified needs and role modelling best practice in palliative care across the service to the Inpatient unit and Community teams.

Scope

Reports to: Education Team Leader

Location: Wellington, Porirua and Kapiti

Key Competencies

- History of building constructive and effective working relationships internally and externally
- Demonstrated understanding and practice of teaching and learning principles and practices
- Demonstrated ability to work both autonomously and collaboratively both internally and externally
- Effective communicator – strong presentation skills, with clear formal and informal documentation skills
- Demonstrated commitment to the understanding of the hospice philosophy and have an understanding of the Treaty of Waitangi and openness to wider cultural diversity
- Experienced project manager with a history of managing efficiently and inspiring co-operation from others
- Experience trainer, effecting learning and knowledge transfer
- Ability to work at a level of advanced practice in palliative care with strong assessment, critical thinking and triage skills.

Key Tasks

Education and Mentoring

- Identify, lead and provide palliative care education across the organisation and externally as required, working closely with IPU and Community Managers
- Work alongside clinical staff in IPU and community bases, mentoring and coaching in palliative care practice
- Assist clinical managers to develop learning plans for nursing staff; identify opportunities, barriers, and support required. Provide direct supervision and feedback requested
- Provide education to IPU and Community Multidisciplinary teams to enhance understanding of community needs, including Primary Care
- Demonstrate advanced clinical practice
- Support the PDRP process for nursing staff
- Facilitate and support the NetP programme
- Support orientation processes, especially education components
- Support student clinical placements

Professional

- Support Clinical Managers to ensure staff understand the strategic direction for Mary Potter Hospice
- Take a leadership role assisting the Education Lead to develop strategic projects as required
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- Facilitate and support competency maintenance including mandatory training requirements for all members of the MDT
- Encourage career planning and professional development of all clinical staff
- Maintain own currency of knowledge and research in nursing practice within palliative care. Ensure training programmes reflect current Hospice standards of care
- Maintain own clinical competencies by participation in clinical practice
- Lead and support the development and implementation of evidence based clinical practice within the Hospice service
- In conjunction with the Education Team Leader, Quality, H&S and Risk Manager and Team Leaders, ensure all required audit standards are maintained

Health and Safety *(All roles have a H&S component, some more detailed than others. The tasks here include the minimum expected of all roles.)*

- Practise within Mary Potter Hospice health and safety policies and procedures outlined in the Health and Safety Policy Manual
- Report all identified hazards, incidents (including near-misses) and accidents and carry out investigations with clinical staff as required
- Identify, minimise and report risks
- Participate in mandatory health and safety training as required.

Outputs/Expected results/Key performance indicators

- Care planning and delivery is consistent across the Service
- Evidence based clinical practice is implemented and evident in practice
- There is a sustainable multi-disciplinary internal education plan in place that supports clinical requirements for continuous professional development
- Nursing staff are supported to achieve and progress through the PDRP framework

- Strong relationships with clinical management team to identify, support and deliver key tasks.

Outcomes

- Mary Potter Hospice is a safe and healthy place to work
- Patients and whānau receive high quality specialist palliative care, that is culturally appropriate and patient/whanau centred

Person Specification

- Registration with the Nursing Council of New Zealand in the Registered Nurse scope of practice and holds a current practicing certificate
- A post graduate qualification in nursing preferably including papers with an emphasis in palliative care and / or education
- Experienced professional development supervisor
- ACP level 1 (or working towards)
- Extensive, recent specialist palliative care nursing experience
- PDRP at proficient to expert/senior level
- Full current driver’s licence

Signed: Date:
 (Job Holder)

Signed: Date:
 (Director)

Job Description Appendix

The values of the Venerable Mary Potter and the vision of Dame Cecily Saunders are deeply held by Mary Potter Hospice staff and volunteers and underpin all the work we do.



Our values

- Mana/Respect
- Aroha/Compassion
- Rangatiratanga/Dignity
- Manaakitanga/Hospitality
- Kaitiakitanga/Stewardship

Our vision

That people in our communities who need palliative care have access to compassionate and quality care, when and where they need it.

Our approach

Taking a whole person approach, we will provide and promote high quality specialist palliative care, grief support, education and care planning services. Working alongside our health partners, we aim to make a difference in the communities we serve.

Mary Potter Hospice and Volunteers

We value our volunteers highly and consider them to be an integral part of our workforce. Many of our roles supervise volunteers and all roles interact with volunteers to a greater or lesser degree.