



Position Description

Role: Community Registered Nurse, Enhanced Hospice@Home

(2.00pm – 10.30pm)

Department: Clinical Services

Date: 18 May 2021

This position description is designed to give an indication of the types of work and performance expected of the jobholder. It does not provide an exhaustive list of duties or performance standards, and the jobholder 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.

Overview of the role

The Enhanced Hospice @ Home Registered Nurse (H@H - RN) provides clinical expertise to enhance out of hours support, care planning, treatment and outcomes for people with a palliative care need who wish to remain at home for complex symptom management and end of life care. The role supports the transition of patients from the In-patient unit to home. It also provides Carers in the home with support. The H@H RN is part of a multidisciplinary approach that contributes to the vision and values of palliative care within Mary Potter Hospice.

Scope

Reports to: Manager, Inpatient Unit

Location: Wellington, Porirua & Kapiti

Key Competencies

- Effective and empathetic communicator both verbally and in writing
- Demonstrated ability to work cooperatively in a team environment
- Commitment to ongoing personal and professional development, practices learning from new experiences, colleagues and formal education
- Committed to the philosophy of the Mary Potter Hospice and has empathy for the care of terminally ill people and their whānau
- Remains calm in pressure situations
- Experience in staff development, preceptorship and supervision
- Knowledge of community Health Services, Primary Care and ARC

- Ability to work both autonomously and collaboratively
- Leadership qualities such as vision, openness, flexibility, emotional intelligence and integrity
- Committed to understanding of the hospice philosophy with an understanding of the principles of the Treaty of Waitangi, what it means in the Hospice context and open to wider cultural diversity.

Key Tasks

- Assess, deliver and evaluate coordinated care, advice and support in the community to patients, and their whanau
- Assess the needs of patients and their carers and whanau, identifying their individual, physical, psychosocial, cultural and spiritual needs and refer to members of the multi-disciplinary team as appropriate
- Support Clinical Nurse Specialist - H@H to develop the service
- Support the Palliative Care Coordinators with complex patients, those nearing end of life and the Carers in the home
- Support anticipatory care planning
- Provide collaborative care with district nursing service and other healthcare partners
- Support a team approach to continuity of care in the home through robust communication and documentation practices, including the use of the Electronic Health Record (PalCare)
- Provide emotional support for anticipatory grief and refer to the Hospice Bereavement team when appropriate
- Ensure nursing practices within services meet required standards of best practice
- Contribute actively to policy and guideline review and development
- Is available for planned and unplanned home visits on call during rostered hours.

Education and Mentoring

- Provide mentorship and preceptorship across the Enhanced Hospice @ Home Team as required
- Participate in regular reflective practice and case reviews
- Support orientation processes
- Support partners by providing specialist palliative care education and support.

Health and Safety

- 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 to the Team Leader
- Maintain a working knowledge of Primary Care H&S policies
- Participate in mandatory health and safety training as required.

Outputs/expected results/Key performance indicators

- Patients receive appropriate care from the multidisciplinary team
- Staff and partners are aware of and understand the role of H@H in the community
- Patients' symptoms are managed appropriately and end of life care in the home is supported
- Patients and whānau understand Advance Care concepts and have the tools to work through grief
- Patient care history is fully documented and easily accessible
- Policy content is relevant and up to date
- The H@H service is continually developed and improved
- Clinical competence is up to date and improves over time
- New H@H staff feel confident and competent in their role
- A safe working environment is maintained at all times.

Outcomes

- Patients in the Community receive a high level of care
- Mary Potter Hospice is a safe and healthy place to work.

Person Specification

- Registered Nurse with NCNZ and a current Annual Practicing Certificate
- A post graduate qualification in nursing preferably including papers with an emphasis in palliative care, or working towards
- Expert PDRP or working towards
- Extensive experience in palliative care
- Evidence of specialist nursing expertise and working across care settings
- Knowledge of clinical quality improvement strategies
- Full Driver's license.

Signed: Date:

(Position Holder)

Signed: Date:

(Director)

Position 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.

□