

## Position Description

**Role:** Casual Registered Nurse, Community Care - End of Life

**Hours:** 10.00pm – 7.00am

**Department:** Clinical Services

**Date:** July 2022

*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 whanau.*

### Overview of the role

The Registered Nurse is an integral member of the team providing care to patients who wish to remain at home for the last days of their life in partnership with the family and other caregivers. The team supports a multidisciplinary approach that contributes to the vision and values of Palliative care.

The Registered Nurse is accountable and responsible for providing clinical expertise and performing care for patients in the community setting of the patient's home. Care is provided according to the Hospice's Philosophy, Vision and Values, Code of Conduct, and Hospice NZ Standards of Care. The registered nurse will also be expected to adhere to the Code of Health and Disability Services Consumer Rights.

The Last days of Life service is mainly offered as an overnight service.

### Scope

**Reports to:** Manager, IPU

**Location:** Based in Wellington, Porirua & Kapiti delivering home based care.

### Key Competencies

- Effective and empathetic communication skills both verbally and in writing
- Has a natural empathy for the care of terminally ill people and their whanau

- Demonstrated ability to work as an autonomous practitioner in the community
- Ability to manage complex symptoms and seek advice when required
- Skills to provide compassionate support to the family if death occurs while RN is on duty
- Commitment to ongoing personal and professional development, practices learning from new experiences, colleagues and formal education
- Remains calm in pressure situations
- Knowledge of community Health Services, and Primary Care
- 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 palliative care, advice and support in the community to patients, and their whanau
- Assess the holistic needs of patients, identifying their individual, physical, psychosocial, cultural and spiritual needs and refer to members of the multi-disciplinary team as appropriate
- Provide collaborative care with District nursing service and other healthcare partners
- Support a team approach to last days of life 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 communicate and refer for bereavement support when appropriate
- Ensure care and nursing practices meet required standards of best practice in palliative care
- Contribute actively to policy and guideline review and development
- Participate in mandatory study days
- Participate in regular reflective practice and case reviews

### Health and Safety

- Practice 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 clinical services policies
- Participate in mandatory health and safety training as required.

#### Outputs/expected results/Key performance indicators

- Patients and their whānau receive appropriate quality last days of life care and support
- Patients' symptoms are managed appropriately and care in the home is supported
- Patients and whānau understand 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 Last Days of Life Community Care service is continually developed and improved
- Clinical competence is up to date and improves over time
- Registered nurses working on Last Days of Life Community Care feel confident and competent in their role
- A safe working environment is maintained at all times.

#### Outcomes

- Patients in the Community receive high quality palliative care
- Mary Potter Hospice is a safe and healthy place to work

#### Person Specification

- Registered Nurse with NCNZ and a current Annual Practicing Certificate
- Clinical expertise in palliative care including administration of prescribed medications and troubleshooting syringe drivers
- A post graduate qualification in nursing preferably including papers with an emphasis in palliative care, or working towards
- Expert/Proficient PDRP or working towards
- 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: .....

(Job 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.