



## Position Description

**Role:** Registered Nurse – Palliative Care

**Department:** Clinical Services

**Shift:** Rostered and Rotating – Including Night Shift

**Date:** June 2021

*This position description is designed to give an indication of the types of work and performance expected of the position holder. 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. In order to meet the changing needs of Mary Potter Hospice, this position description may require change from time to time.*

### Overview of the role

The Registered Nurse plans, co-ordinates and implements palliative nursing care for the patient, whānau and carer, according to the standards and protocols of Mary Potter Hospice. This role also works as a key member of the multidisciplinary team to ensure that the continuum of care for the person and family can be delivered across multiple sites using collaborative planning and implementation with a range of health care providers.

This role is primarily providing care within the In-patient setting but may, at times, be required to provide back up support to Palliative Care Coordinators providing care to patients in the community.

Nursing care is delivered according to the Hospice's Vision and values, Philosophy and Hospice NZ's Standards of Care.

The registered nurse will also be expected to adhere to the Code of Health and Disability Services Consumer Rights.

### Scope

**Reports to:** Manager, In-Patient Unit

**Location:** Newtown, Wellington

### Key Competencies

- Demonstrated ability to communicate clearly and effectively both verbally and in writing
- Proven ability to work independently and analysing information to effectively resolve problems
- Interest in and ability to assist with and undertake research in the field of palliative care

- Demonstrated ability to practice active listening skills
- Demonstrated ability to understand others' perspectives and is empathetic towards others' feelings
- Demonstrated ability to assess patient, whānau and carer behaviour in an objective and non-judgemental manner
- Actively seeks ways to develop capabilities to continuously improve
- Committed to understanding of the hospice philosophy with a demonstrated understanding of the principles of the Treaty of Waitangi, what it means in the Hospice context and open to wider cultural diversity.
- For Physical Requirements see Position description Appendix 2

## Key Tasks

### **Provide specialist nursing care and knowledge for patients with a life limiting illness in order to help maintain the highest possible quality of life**

- Supervision of patient care given by Enrolled Nurses and Health Care Assistants
- Practice within relevant legislation, for example, Nurses Act, Misuse of Drugs Act and the Medicines Act.

### **Enter into partnership with the patient, whānau and carer to provide palliative nursing care that meets expressed and assessed needs**

#### **Plan care based on these needs, implement interventions and treatments and to monitor and evaluate outcomes.**

- Liaise with the patient, whānau and carer to assess, plan, co-ordinate and provide care to meet the physical, social, psychological and spiritual needs
- Clarify the patient's goals of care and expected outcomes in relation to receiving care from the Mary Potter Hospice palliative care service
- Monitor and evaluate the outcomes of all care provided and document on the multidisciplinary plan of care, evaluation and progress notes according to protocol.

### **Support, educate and prepare the patient, whānau and carer for discharge and/or death**

- Co-ordinate a planned discharge from the In-patient Unit
- Include the whānau and carer in all aspects of care as appropriate for them and be always mindful to reduce the potential for future regret and to preserve physical and emotional support
- Recognise and respond appropriately to cultural safety issues.

### **Regularly review and update professional knowledge in relation to palliative care skills**

- Maintain CPR bi-annually.
- Attend professional supervision as planned with Manager
- Participate in the Professional Development Recognition Programme
- Identify continuous quality improvement issues to ensure appropriate and up-to-date practice
- Demonstrate an understanding of the Mary Potter Hospice organisational standards that underpin the delivery of palliative care at Mary Potter Hospice

- Actively participate in formal and informal education as negotiated with the In-patient Unit Manager and Clinical Nurse Specialist
- Provide support, education and mentorship to student nurses and nursing colleagues.

### 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 In-patient Unit Manager
- Practice self-care, ensuring issues do not become overwhelming
- Participate in mandatory health and safety training as required.

### Outputs/expected results/Key performance indicators

- Enrolled Nurses and Health Care Assistants practice safely and continuously improve their practice
- Patients and their whānau and carer feel heard with their needs acknowledged both while the patient is in care and on discharge or death
- Patient care is based on expressed and assessed needs
- Palliative care nursing expertise increases
- A safe working environment is maintained at all times.

### Outcomes

- Patients with a life limiting illness maintain the highest possible quality of life
- Mary Potter Hospice is a safe and healthy place to work.

### Person Specification

- Hold a current practicing certificate
- A minimum of bachelor's degree in nursing with two years full time equivalent post registration clinical experience preferably in palliative care nursing
- Have a strong affinity with multidisciplinary team work, influencing patient/family/whānau focused practice and goal attainment.

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.

### **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.