



POSITION DESCRIPTION

POSITION TITLE:	Palliative Care Nurse	DEPARTMENT:	Regional Palliative Care Program
CLASSIFICATION	Nurse III	APPROVED BY:	Regional Lead – Human Resources
UNION:	Manitoba Nurses’ Union (MNU)	DATE APPROVED:	June 2, 2016

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager, Health Services – Home Care, Seniors & Palliative Care

POSITIONS SUPERVISED: None

POSITION PURPOSE

The Palliative Care Nurse reports directly to the Manager, Health Services – Home Care, Seniors & Palliative Care and is an expert resource in the area of palliative care to patients, caregivers, staff, and volunteers. The Palliative Care Nurse works in all settings: community, acute care, transitional care and long-term care, and provides services to culturally diverse groups.

The Palliative Care Nurse provides direct clinical services to patients and consultation to other health care providers about palliation. He/she works to integrate palliative care theory and knowledge in all health care settings through dissemination of knowledge and experience.

The incumbent adheres to the nationally established Canadian Hospice Palliative Care Nursing Standards of Practice (Canadian Hospice Palliative Care Association), the College of Registered Nurses of Manitoba Standards of Practice and the Canadian Nurses’ Association Code of Ethics.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

- Applies the nursing process to provide care to assigned patients of the Regional Palliative Care Program:

- a. Assesses patient's physical, psychosocial and spiritual aspects of health status;
 - b. Assesses the patient's caregiver support system and environment;
 - c. Develops a plan of care in collaboration with the patient and his/her care providers, other health care providers, including primary care providers, Home Care providers, etc.;
 - d. Implements a plan of care in collaboration with the patient, his/her caregivers and other health care providers; and
 - e. Evaluates outcomes using professional judgment and skills to guide further decision making.
- Prioritizes the management of patient assignments.
 - Provides holistic direct nursing care to patients and caregivers as necessary, including bereavement care.
 - Teaches patients and caregivers about management of their disease, illness and/or treatments.
 - Empower patients and caregivers to make decisions about goals of care.
 - Advocate for patients and caregivers to support their identified goals of care.
 - Facilitates transfer of palliative care patients between care settings.
 - Participates in case reviews, discharge planning, and care conferences for palliative care patients.
 - Support the practice of and teach, other health care providers (including students) in all care settings about palliative care theory, specialized skills and developments in the field.
 - Documents patient encounters in the relevant patient record.
 - Communicates clearly and in a timely manner with other health care team members through verbal and written communication methods about patient care.
 - Identifies and brings forward learning opportunities and ethically challenging patient care situations or occurrences for discussion and involvement of the Regional Palliative Care Team and other resources and agencies as needed.
 - Performs various office functions that facilitate the smooth administration of client care, as needed.
 - Actively participates as a member of the Regional Palliative Care Team, which includes development and evaluation of palliative care services.
 - Actively participates in research related activities approved by Southern Health-Santé Sud.
 - Assumes responsibility for own professional growth and development.
 - Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
 - Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support clients in their official language of choice.
 - Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

1. Adherence to Professional Standards of Practice and Code of Ethics.
2. Expectations within job description.
3. Practice congruent with Southern Health-Santé Sud core values, strategic plan, policies/procedures and guidelines.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Graduate of a Diploma or Baccalaureate Nursing program.
- Current registration in good standing with College of Registered Nurses of Manitoba and the scope of practice as defined by the Regulated Health Professions Act (RHPA).
- Canadian Nurses' Association certification in Hospice Palliative Care Nursing required or must be obtained within two (2) years.
- Proof of registration with the College of Registered Nurses of Manitoba.

REQUIRED KNOWLEDGE:

- Demonstrated knowledge of the health care system and the programs and services available within Southern Health-Santé Sud.
- Demonstrated knowledge of palliative care theory and standards of practice.
- Proficiency in Microsoft Office and other computer programming software.

EXPERIENCE REQUIRED:

- Minimum of one (1) year relevant experience working directly with palliative patients.
- Minimum of three (3) years of nursing experience, preferably in a community setting.
- Experience in additional nursing areas such as acute care, emergency, surgical care, etc. would be an asset.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated oral and written communication skills.
- Demonstrated ability to work effectively in a collaborative interdisciplinary environment.
- Demonstrated ability to function and make clinical decisions independently.
- Demonstrated ability to use an analytical and inquiring approach to solve problems.
- Demonstrated ability to be flexible and well-organized.
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
- Demonstrated ability to meet the physical and mental demands of the job.
- Good work and attendance record.
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate.
- All Health Care workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.
- Requires a valid Class 5 driver's license, an all purpose insured vehicle and liability insurance of at least \$1,000,000.00.

WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions.
- May work occasionally evenings and weekends as necessary.

- Will be required to travel to other regional facilities as the position duties may require.
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SALARY SCALE:

As per MNU Collective Agreement Salary Scale.

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.