POSITION DESCRIPTION

POSITION TITLE: PALLIATIVE CARE SPECIALIST - PSYCHOSOCIAL

DEPARTMENT: HOME CARE

CLASSIFICATION: BEREAVEMENT AND SUPPORT SERVICES COORDINATOR

UNION: MGEU – PROFESSIONAL TECHNICAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO: CLINICAL TEAM MANAGER HOME CARE NURSING AND PALLIATIVE CARE

POSITIONS SUPERVISED: N/A

POSITION SUMMARY

Reporting to the Clinical Team Manager Home Care Nursing and Palliative Care, the Palliative Care Specialist - Psychosocial is responsible as a member of an integrated Palliative Care Team to ensure the provision of psychosocial support for individuals and families of the Palliative Care Program.

The Palliative Care Specialist – Psychosocial works in partnership with other RHA programs and community agencies to develop and mobilize resources to support individuals and families living with terminal illness and subsequently dealing with grief and bereavement. This individual provides guidance in the development and maintenance of effective and cohesive interdisciplinary teams with an emphasis on emotional and spiritual support.

The incumbent will exercise professional judgment in the completion of their duties and action to be taken on unusual day to day matters. The position functions in a manner that is consistent with the mission, vision and values of the Interlake Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

The Palliative Care Specialist - Psychosocial is responsible for the development and delivery of professional psychosocial support to the identified palliative care clients, which includes but is not limited to the following:
• Provides counseling services to individuals and families with complex needs e.g. difficult adjustment challenges, family dynamics, situational depression/anxiety, caregiver issues.
• Provides and/or facilitates individual and family grief counseling.
• Provides expert consultation and coordination of services in order to improve the delivery of palliative care, and promotes the appropriate utilization of palliative care services within the regional Home Care Program.
• Participates in joint visits with Palliative Care Nurses, Home Care Case Coordinators and the CTM Home Care Nursing & Palliative Care or other team members in order to: assist in assessing psychosocial needs; support team members in challenging situations; help explain or discuss information/resources or regional policy issues.
• Provides ongoing support to home care staff and facility staff by attending rounds and providing leadership in the discussion of difficult situations and the death review process.
• Practices according to the provincial Palliative Care Standards Norms of Practice.
• Acts as a resource on palliative care issues to health care providers both within and outside of the Home Care Program.
• Assists with training of multidisciplinary caregivers to enhance the support and comfort to clients and their families, from diagnoses through bereavement.
• Facilitates public awareness and education on non clinical palliative care psychosocial issues.
• Engages in joint research initiatives as appropriate to palliative care services.
• Participates as a member of regional teams as well as other provincial or national initiatives aimed at the improvement of hospice palliative care.
• Participates in the development of effective models for the delivery of integrated psychosocial palliative care.
• Participates in the development of procedures and protocols in conjunction with the Clinical team Manager Home Care Nursing and Palliative Care regarding the delivery of palliative care services, within operational boundaries.
• Advocates and works toward regional system changes to deliver palliative care consistent to provincial Norms of Practice.
• Advises and assists management in ensuring that program planning is responding effectively to client needs.
• Works in collaboration with the palliative care team and the Volunteer Coordinator to develop volunteer services and programs.
• Supports volunteers in the delivery of bereavement follow-up services for families.
• Adheres to all palliative care policies and procedures and ensures that service goals and care standards are met.
• Communicates pertinent services issues and needs to supervisor and colleagues in a timely fashion.
• Represents the Palliative Care Team at meetings and committees regionally and provincially as assigned.
• Contributes to making the organization safe for patients, clients and staff, and recognizes the importance of reporting unsafe situation and participating in follow up reviews as a learning opportunity.

OTHER
• 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:
• To be determined

QUALIFICATIONS

EDUCATION/CERTIFICATION:
• Bachelors Degree in Social Work (BSW) with relevant experience in acute, community or Long Term Care. Other combination of education and experience may be considered
• Relevant experience in case management

REQUIRED KNOWLEDGE:
• Knowledge of palliative care systems and programs
• Knowledge of relevant legislation and standards
• Experience in adult education and training would be an asset

EXPERIENCE REQUIRED:
• Minimum of five years’ experience in clinical practice, consultation, and team building in a rural setting

SKILLS/COMPETENCIES:
• Demonstrated oral and written communication skills
• Demonstrated ability to function within the professional code of ethics, professional standards and legislative requirements of the profession
• Good physical and mental health to meet position demands
• Proficiency with MS Office and Windows
• Able to effectively perform the tasks and responsibilities of the position
• Completes and maintains a satisfactory pre-employment security check.
• Satisfactory employment record.

WORK CONDITIONS
• The incumbent will make decisions within the parameters of the program assigned, and will function independently on a day-to-day basis and manages assigned duties accordingly.
• May provide service to clients with challenging behaviors at times.
• Will be required to travel throughout the region as duties require.
• Require a road worthy vehicle, a valid driver’s license and liability insurance of at least $1,000,000.00.
• No hazardous or significantly unpleasant conditions.
WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility’s Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.