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## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	REGISTERED NURSE - PALLIATIVE CARE PROGRAM
<b>DEPARTMENT:</b>	PALLIATIVE CARE
<b>CLASSIFICATION:</b>	NURSE II
<b>UNION:</b>	MNU

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## REPORTING RELATIONSHIPS

<b>POSITION REPORTS TO:</b>	CLINICAL TEAM MANAGER - HOME CARE NURSING AND PALLIATIVE CARE
<b>POSITIONS SUPERVISED:</b>	NOT APPLICABLE

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## POSITION SUMMARY

Reporting to the Clinical Team Manager - Home Care Nursing and Palliative Care, the Registered Nurse - Palliative Care Program is responsible as a member of the integrated Regional Palliative Care Team to ensure professional hospice palliative care is delivered as a specialized service of the Regional Home Care Program.

The Registered Nurse - Palliative Care Program works in partnership with other Regional Health Authority programs and community agencies to develop and mobilize resources to support individuals and families living in the community with terminal illness and subsequently dealing with grief and bereavement. The incumbent will provide pain and symptom management to community based program clients as well as emotional support to the client and family.

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 of Registered Nurse – Palliative Care Program functions in a manner that is consistent with and supports the mission, vision and values of the Interlake- Eastern Regional Health Authority.

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## ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

Working in collaboration with the Regional Palliative Care Steering Committee, the Clinical Team Manager - Home Care Nursing and Palliative Care, and the Regional Palliative Care Specialists, the Registered Nurse - Palliative Care Program is responsible for the delivery of professional palliative care to identified community clients within the region, which includes but is not limited to the following:

- Delivers palliative care services to clients registered for palliative care services which includes home visits and consultation via telephone.
- Participates in the development and delivery of appropriate care plan which includes client and family.
- Communicates pertinent services issues and needs to the Clinical Team Manager Home Care Nursing and Palliative Care.
- Participates in regularly scheduled Palliative Care Meetings.
- Adheres to all regional policies and procedures and ensures that nationally established hospice palliative care standards are met.
- Advocates and conducts professionalism adhering to the Canadian Hospice Palliative Care Nursing Standards
- Advocates and conducts professionalism adhering to the Canadian Community Health Nursing Standards of Practice.
- As a central core of nursing practice the Canadian Nurses Association Code of Ethics for Nurses will guide the ethical practice that is expected of this position.
- Contributes to making the organization safe for patients, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Assumes responsibility for own professional growth and development.

**OTHER**

- Performs other duties as assigned.

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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:**

- Hospice Palliative Care Nursing Standards of Practice
- Standards of Practice for Registered Nurses
- Community Health Nursing Standards of Practice
- Canadian Nurses Association Code of Ethics

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**QUALIFICATIONS**

**EDUCATION/CERTIFICATION:**

- Baccalaureate Degree or Diploma in Nursing

- Currently registered, and a member in good standing with the College of Registered Nurses of Manitoba
- Canadian Hospice Palliative Care Nursing (CHPCN) designation preferred

**REQUIRED KNOWLEDGE:**

- Demonstrated knowledge of the health care system and the programs and regional facilities and services available
- Demonstrated knowledge of relevant legislation and standards
- Demonstrated knowledge of palliative care standards of practice
- Demonstrated knowledge of home care systems and programs
- Demonstrated proficiency in computerized office systems (Microsoft Word, Excel, Power point, and Access)

**EXPERIENCE REQUIRED:**

- Minimum of one (1) year recent, relevant experience in palliative care nursing preferred
- Minimum of two (2) years of nursing experience preferably in a Home Care setting

**SKILLS/COMPETENCIES:**

- Demonstrated oral and written communication skills
- Demonstrated ability to foster a collaborative interdisciplinary environment that supports quality services/quality improvement and staff empowerment
- Demonstrated ability to effectively perform the tasks and responsibilities of the position
- Demonstrated ability to function independently and meet deadlines
- Demonstrated ability to use an analytical and inquiring approach to problem-solving
- Valid driver's license and reliable vehicle (travel throughout the region is required)
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record.

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**WORK CONDITIONS**

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- Will be required to travel throughout the region as duties may 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.

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**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.

