



POSITION DESCRIPTION

Date	May 2021
Position Title	Registered Nurse, Palliative Care
Division	Palliative Care
Reports to	Clinical Nurse Manager, Palliative

SECTION 1

Mission, Vision and Values

Mission: - To deliver the highest quality healthcare experience for patients

Vision: - To be the preferred choice of Doctor's, Staff and Patients, recognised for the provision of high-quality medium acuity surgical services and palliative care.

Values: Bethesda Health Care is committed to the following values:

- Teamwork – we create an environment of unity and togetherness
- Respect – we recognise and acknowledge the uniqueness and value of every individual
- Integrity – we demonstrate honesty and trust
- Compassion – we work to express God's love through a caring expression of kindness, tolerance and tenderness
- Excellence – we excel in all that we do so that we can promote the mission of our hospital
- Professionalism – we have pride in the high level of care and service we offer

Staff are expected to demonstrate these values in the way they work and to live the positive behaviours as described in the Bethesda Health Care Code of Conduct and to contribute to and promote the positive working culture of the organisation.

SECTION 2

Position Summary and Role Purpose

The purpose of the Registered Nurse position in the Palliative Care Unit (PCU) is to provide high quality, safe and compassionate care to patients admitted to the PCU and their family carers. This role delegates care to enrolled nurses and patient carers and oversees their work and is an integral part of the PCU interdisciplinary team.

SECTION 3

Key Working Relationships

INTERNAL	EXTERNAL
Executive	Patients
Clinical Nurse Manager, Palliative Care	Nursing Agencies
Consultants and Registrars	Medical Companies
Staff Development Nurse	
All Staff	
Social Worker	

SECTION 4

Key tasks, Responsibilities, Outcomes and Activities

Preventing and Controlling Health Care associated Infection

- Complete mandatory education and competencies to maintain knowledge and skills of best practice
- Demonstrate knowledge of Hospital, ACORN, ANZCA and NQSHS policies and standards

Medication Safety

- Complete mandatory education and competencies to maintain knowledge and skills of best practice
- Demonstrate knowledge of Hospital, ACORN, ANZCA and NQSHS policies and standards

Comprehensive Care

- Complete mandatory education and competencies to maintain knowledge and skills of best practice
- Demonstrate knowledge of Hospital, ACORN, ANZCA and NQSHS policies and standards

Communicating for safety

- Complete mandatory education and competencies to maintain knowledge and skills of best practice
- Demonstrate knowledge of Hospital, ACORN, ANZCA and NQSHS policies and standards

Blood Management

- Complete mandatory education and competencies to maintain knowledge and skills of best practice
- Demonstrate knowledge of Hospital, ACORN, ANZCA and NQSHS policies and standards

Recognising & Responding to deteriorating patient

- Complete mandatory education and competencies to maintain knowledge and skills of best practice
- Demonstrate knowledge of Hospital, ACORN, ANZCA and NQSHS policies and standards

Key Tasks

- Expert assessment and review of PCU patients and their family carers
- Provision of best-practice direct care including:
 - care planning and coordination
 - safe medication management
 - personal care
 - emotional support for patients and family carers
 - wounds and dressings
 - non-pharmacological symptom management interventions
 - communications with all stakeholders and appropriate documentation
 - patient and family carer education
- Routine activity and PCOC data collection
- Variation reporting and escalations of care
- Participating in IDT assessment and management of unstable, deteriorating, terminal, and post discharge phases
- Providing carer and bereavement support during the course of the admission (from admission to discharge)

SECTION 5

Health, Safety and the Environment

- Adhere to policies, procedures and standard operating procedures
- Report incidents, hazards and injuries
- Use personal protective equipment as required and directed
- Raise WHS issues with WHS representative/s
- Promote a safe work environment by assessing the work environment and not misusing or bypassing systems of equipment
- Perform hand hygiene

SECTION 6
Quality and Risk

- Record initiatives and issues in Riskman
- Abide by Bethesda Health Care's Code of Conduct, Work, Health and Safety legislation, Equal Opportunity Act
- Complete mandatory training and participate in development reviews

SECTION 7
Partnering with the Consumer

Acknowledging and involving patients with their care, responding to both clinical and nonclinical queries, providing assistance as appropriate, encouraging the use of formal feedback systems

SECTION 8
Selection Criteria

Qualifications
<p>Essential</p> <ul style="list-style-type: none"> ▪ Registered Nurse qualification and current State registration ▪ Current Police Check (no more than 6 months old) <p>Desirable</p> <ul style="list-style-type: none"> ▪ Qualifications in specialist areas such as Infection Control, Continence, Wound Care ▪ Tertiary qualifications
Knowledge
<p>Essential</p> <ul style="list-style-type: none"> ▪ Current Best Practice in Nursing <p>Desirable</p> <ul style="list-style-type: none"> ▪ Clinical specialisation ▪ Quality improvement and risk management frameworks
Skills
<ul style="list-style-type: none"> ▪ Being present and responsive as a calming influence on patients in the unit and their family ▪ Working within a team and supporting other staff members and counterparts ▪ Understanding of PCOC language and terms ▪ Sound underlying clinical assessment and care provision skills ▪ Excellent verbal communications and negotiation skills, strong documentation skills ▪ Commitment to routine reflective practice and self-strategies (including seeking help when needed) ▪ Flexible thinking and the capacity to adapt to changing operating environments
Experience
<p>Essential</p> <ul style="list-style-type: none"> ▪ Commitment to improving own knowledge base and performance <p>Desirable</p> <ul style="list-style-type: none"> ▪ Precepting staff and students



SECTION 9
Acceptance of Position Description

Employee

Date

Manager

Date