

Date	February 2021
Position Title	Clinical Nurse – MPaCCS
Division	Palliative Care Program
Reports To	Clinical Nurse Manager – MPaCCS

Section 1: Position Summary and Role Purpose

The intention of the clinical nurse role in MPaCCS is to help build the capacity of facilities to provide quality holistic end-of-life and palliative care.

Clinical nurses use impromptu and formal education, role modeling and mentoring to promote best-practice nursing care for residents and their family carers. Clinical nurses also support facility staff to learn and implement relevant, evidence-based care techniques and methods.

Section 2: Key tasks, Responsibilities, Outcomes and Activities

MPaCCS clinical nurses have a particular focus on educating and mentoring facility staff in the following areas of end-of-life care:

- safe palliative and end-of-life care and treatment (especially the use of medications)
- understanding palliative care phases and illness trajectories at the end-of-life
- identifying clinical deterioration and recognising the terminal phase within a wide range of diagnoses and conditions and attaining consensus on goals of care with stakeholders
- promoting a common language and shared understanding about palliative and end-of-life care within residential care
- comprehensive holistic interdisciplinary assessment
- communicating assessment outcomes in effective and efficient ways to a range of stakeholders at different levels
- best-practice goals-based care planning
- identifying gaps in care and escalating care when indicated
- advance care planning, case conferencing and shared decision-making
- communications at the end-of-life, and dealing with conflict
- culturally safe care (including LGBTI).

Section 3: Key Working Relationships

Internal	External
Clinical Nurse Manager	Residential Care Facility Staff & GPs
MPaCCS Colleagues	Residential Care Line
	Dementia Services Australia

Section 4: 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, 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 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

Acknowledge and involve patients with their care, respond to both clinical and non clinical queries, provide assistance as appropriate, encourage the use of formal feedback systems.

Section 8: Selection Criteria

Qualifications

Essential

- Registered Nurse qualification and current AHPRA registration
- Current Police Check (no more than 6 months old)
- Current WA Driver's Licence (C-class, with no restrictions)

Desirable

- Qualifications (or significant progress towards a post-graduate qualification) in specialist palliative care

Knowledge

Essential

- Current best practice in palliative care nursing
- Expert knowledge and application of best practice principles

Desirable

- Understanding of the residential aged care sector
- Quality improvement and risk management frameworks

Skills

- Strong negotiation skills
- Ability to manage collaborative relationships with a wide range of stakeholders
- Good written and verbal communication skills
- Well-developed time management skills
- The ability to work autonomously as part of a team
- Computer skills

Experience

Essential

- Minimum of three years experience in a palliative care nursing role

Desirable

- Community or aged care experience
- Precepting staff and students

Section 9: Acceptance of Position Description

Employee

Date

Manager

Date