

POSITION DESCRIPTION

Date	August 2022
Position Title	Clinical Nurse, Metropolitan Palliative Care Consultancy Service (MPaCCs)
Division	MPaCCs
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 position is to help build the capacity of facilities to provide quality holistic end of life and palliative care within the MPaCCs Empowerment Program and according to the MPaCCs Clinical and Service Provision Manual. Clinical Nurses use impromptu and formal education, role modelling 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 3

Key Working Relationships

INTERNAL	EXTERNAL
Clinical Nurse Manager	Residential Care Facility Staff & GPs
MPaCCS Colleagues	Residential Care Line
	Dementia Services Australia

SECTION 4

Key tasks, Responsibilities, Outcomes and Activities

Comprehensive Care

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 various levels
- Best-practice goals-based care planning
- Identifying gaps in care, and emergencies, 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)

Roles

Within MPaCCS:

- Identifying – from their professional perspective – gaps and opportunities in care
- Participating in the interdisciplinary team (including meetings)
- Contributing to research, audit and QI
- Undertake billable activity within the MPaCCS contract
- Educating MPaCCS clinicians on key areas of palliative care practice relating to a specific area of clinical practice (and so developing their own careers)
- Taking accountability for own continuing professional development.

Within facilities:

- Role modeling professional behaviors in end-of-life care, including communications, boundaries, dealing with conflict, self-care, advocacy
- Being a calming influence in stressful situations
- Facilitating case review and after-death review
- Identifying education needs, and policy/system development opportunities, with facility managers
- Supporting facility link teams to understand improvement opportunities and education needs.

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 the Health and Safety Portal
- 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
Essential ▪ Registered Nurse qualification and current State registration ▪ Current Police Check (no more than 6 months old) ▪ Current WA Driver's License (C-class, with no restrictions) Desirable ▪ Qualifications in specialist areas such as palliative care or aged care
Knowledge
Essential ▪ Current Best Practice in Nursing ▪ Expert knowledge and application of best practice principles Desirable ▪ Understanding of the residential aged care sector ▪ Quality improvement and risk management frameworks
Skills
▪ Well developed written and verbal communication skills

▪ Well developed organisation and time management skills ▪ Computer skills in word processing
Experience
Essential ▪ Commitment to improving own knowledge base and performance Desirable ▪ Precepting staff and students

SECTION 9

Acceptance of Position Description

Employee

Date