North Simcoe Muskoka Hospice Palliative Care Network
Hospice Nurse Consultant - Midland

Job Description: Hospice Palliative Care Nurse Consultant - Midland

Accountable to: Clinical Nurse Manager

Position Summary:
The role of the expert HPC Nurse Consultant may vary in each jurisdiction depending on the extent to which the palliative approach to care has been integrated into care settings in the community. For example, in communities or regions that are just beginning to implement the integrated palliative approach to care, these teams may continue to provide a significant amount of palliative care, even for people who do not have complex needs. In the integrated palliative approach to palliative care, expert hospice palliative care teams take the lead only when people have complex, intensive or tertiary end-of-life needs; such as heart failure, respiratory illness, dementia or severe symptom issues, and when normal medical management has not been able to relieve symptoms. The HPC Nurse Consultant will act as a consultant to health care practitioners and a resource to patients and their families to enhance pain and symptom management; facilitate patient-centered communication and decision making; and coordinate continuity of care across settings throughout the disease continuum.

Responsibilities:
a) Clinical/Leadership Responsibilities

• Work directly with the health care team; manage care of referred patients/clients/residents and their family members.
• Case management of referred clients and patients and case-based consultations in person, by phone or via email.
• System navigation - maximize collaboration with existing systems across the continuum and various sectors and identify partnerships and opportunities to streamline and integrate service whenever possible.
• Support health care practitioners to become knowledgeable and competent to deliver high standards of care through education, advice and modeling;
• Enhance the interdisciplinary team by utilizing advanced communication skills;
• Represent NSMHPCN on relevant groups, discussions, and meetings where expertise in palliative care knowledge and skill is required;
• Identify areas of improvement and development that will enhance palliative care delivery;
• Provide strong leadership to health care practitioners in their learning and driving change as needed.
• Improve access to standard symptom relief medication in community and Long Term Care Settings i.e. Symptom Relief Kit (SRK);
• Complete complex assessments and plan, implement and evaluate plan of care.
• Support transition (admissions/discharges) between settings; Home Care Agencies (CCACs and all contracted providers), Long Term Care Homes, Community Nursing and Support Services, Hospices, Day Programs, Supportive Housing and Correctional Facilities.
• Maintain accurate records of consultations; collect data for statistical reporting requirements.
b) Educational Responsibilities

- Enhance standardized practice by delivering core education materials i.e. Fundamentals in Palliative Care, Advance Hospice Palliative Care Education (AHPCE) and Comprehensive Advanced Palliative Care Education (CAPCE).
- Identify training needs of health care practitioners and develop links to enhance access to education i.e. Ontario Telehealth Network (OTN)
- Ensure that service developments are evidence based and supported by research
- Support health care practitioners to become knowledgeable and competent to deliver high standards of care through education, advice and modeling

Conditions of Work:

- To work at all times within the policies, procedures and guidelines of the North Simcoe Muskoka Hospice Palliative Care Network
- Ensure effective use of resources
- Play an active role in the development and maintenance of good relationships with all patients/clients/residents, partners and stakeholders
- Respect at all times the confidentiality of information pertaining to patients/clients/residents and the family
- Promote Hospice Palliative care philosophy
- 37.5 hour work week, with flexible times of day, evening and weekends with rotating 24/7 on-call support

Skills and Personal Traits

- Comfort with developing and implementing programs
- Self-directed with good organizational and time management skills
- Strong interpersonal and communication skills; tact and initiative are essential
- Possess sound professional judgement, initiative, innovation and compassion
- Demonstrated ability/experience working in a variety of care settings

Qualifications:

- Registered Nurse with BScN preferred.
- Five years palliative care experience.
- Current member of College of Nurses of Ontario.
- Certification in Hospice Palliative Care with Canadian Nurses Association (or willingness to obtain)
- Valid Driver’s License.

How to apply: Please send your resume and cover letter to the attention of Melody Boyd, Clinical Nurse Manager; melody@nsmhpcn.ca

Deadline to apply: June 19th, 2015