Job Posting
Hospice Palliative Care Nurse Consultant
MIDLAND/ Penetanguishene

Reports to: Clinical Nurse Manager
Classification: Full-time, Permanent
Date: April, 2020

Summary:

The HPC Nurse Consultant supports healthcare providers by providing secondary level hospice palliative care expertise through consultation, education, mentorship, and linkages to palliative care resources across the continuum of care.

The HPC Nurse Consultant builds system capacity across sectors through mentoring and education to front-line service providers who are supporting individuals and families living with a life limiting illness through early identification of those who would benefit from the palliative approach to care.

HPC Consultants are committed to providing the best service possible to support health care providers in the delivery of a palliative approach to care.

The HPC Nurse Consultant will:
- Assist service providers in the application of assessment tools and best practice guidelines as outlined in the Canadian Hospice Palliative Care Association’s (CHPCA) Model to Guide Hospice Palliative Care and Health Quality Ontario Palliative Care Quality Standards.
- Develop and implement mentoring programs across sectors with a focus on LTCHs, Retirement Homes and Primary Care.
- Champion palliative initiatives regionally such as Medical Assistance in Dying and Advance Care Planning.
- Offer consultation to health care providers for HPC program development in-person, by telephone, by video conference or through email regarding palliative plans of care through patient assessment and management of pain and other symptoms.
- Provide secondary level expertise to all palliative patients including vulnerable populations such as the frail elderly, the mentally ill, the homeless, pediatrics, and incarcerated populations.
- Provide formal and case-based education and mentoring for health care providers to build capacity among front-line service providers.
- Link service providers with specialized hospice and palliative care resources.
- Act as a consultant to health care practitioners and a resource to patients and their families to enhance pain and symptom management and system navigation.
in regards to palliative care services.

- Facilitate patient centered communication and decision making.
- Coordinate continuity of care cross sector using effective communication and appropriate referral process.

**Key Responsibilities:**

The HPC Nurse Consultant provides consultation, education, leadership, mentorship, research & evaluation by:

- Providing consultation in palliative care and pain and symptom management.
- Providing mentorship and leadership to Primary Care teams and Regional Committees to promote effective hospice palliative care and pain and symptom management.
- Conducting secondary level nursing assessments and evaluations for complex palliative patients including psychosocial and spiritual needs.
- Collaborating with community partners to facilitate quality hospice palliative care for patients and their family members.
- Facilitating enhancement of hospice palliative care skill and knowledge for service providers in all settings.
- Promoting and supporting HPC evaluation and research through development of quality improvement initiatives and presentation and publication of results.
- Positively influencing service delivery outcomes for clients and their caregivers in long term care and retirement homes.
- Continue to build effective partnerships with Indigenous and French Language speaking community partners.
- Identifying need, opportunity, and partnerships including streamlining services whenever possible.
- Participating in various hospice palliative care committees that focus on local and regional planning, clinical issues, advocacy and integration with other sectors of the healthcare system.
- Supporting health care practitioners to become knowledgeable and competent to deliver high standards of care through education, advice and modeling.
- Enhancing the interdisciplinary team by utilizing advanced communication skills.
- Identifying areas of improvement and development that will enhance palliative care delivery.
- Advocating for equal access for palliative care services of persons in rural areas.
- Providing strong leadership to health care practitioners in their learning experience and is a catalyst to promote change.
- Promoting and supporting HPC evaluation and research through development of quality improvement initiatives and presentation and publication of results.
- Collecting and reporting relevant statistics quarterly for Management Information Standards (MIS) - Ontario Health Reporting Standards (OHRC) reports.
- Participating in accreditation processes as appropriate.
- Promoting the mission, vision and values of the NSMHPCN.
- Advocating for Palliative Home Care Initiatives.
Education Responsibilities:

Performs, provides, supports, participates, develops, enhances and ensures all educational needs are met through the following:

- Performs full case reviews or answers case-specific questions to assist service providers in managing pain and other end-of-life symptoms for their patients facilitating the development of education and training.
- Provides seminars, in-services and workshops on topics relevant to the organizational objectives or the professional development goals of front line workers.
- Supports standardized palliative care education with the goal of increasing the number of professionals and volunteers that receive advanced training and certifications in end-of-life care. Courses include Fundamentals of Hospice Palliative Care, Comprehensive Advanced Palliative Care Education (CAPCE), Advanced Palliative Practice Skills for Personal Support Workers and Learning Essential Approaches to Palliative Care (LEAP).
- Supports health care practitioners to become knowledgeable and competent to deliver high standards of care through education, advice and mentoring.
- Participates in regional strategic planning exercises and Palliative Care Consultant Network (PCCN) meetings.
- Develop and provide education to Primary Care Health Care Providers throughout the region.
- Enhances standardized practice by delivering core education materials and customizes educational content based on organizational needs.
- Ensures that palliative care services are evidence based and supported by research.

Conditions of Work:
- To work at all times within the policies, procedures and guidelines of the NSMHPCN.
- 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 confidentially of information pertaining to patients/clients/residents and the family.
- Promote Hospice Palliative care philosophy.
- Maintains current Hospice Palliative Care Certification with the Canadian Nurses Association.
- Provides consults and education that models Hospice Palliative Care Ontario and Ontario Palliative Care Network policy.
- Fully fluent in the Provincial and National clinical standards in Hospice Palliative Care.
- Identify and participate in ongoing professional development and staff education.

Supervisory Responsibility: This position has no supervisory responsibilities.
**Work Environment:** This job will operate across all sectors, and will include the ability to work out of a home-based office. This role routinely uses standard office equipment such as laptop computers, photocopiers, fax machines and digital platforms such as OTN.

**Physical Demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. The physical demands involve working in a fast paced environment, sitting for extended periods of time and work on a computer. While performing the duties of this job, the employee is regularly required to talk or hear. Specific vision abilities required by this job include close vision and ability to adjust focus. This would require the ability to lift files (up to 25lbs), open filing cabinets and bend or stand on a stool as necessary. If accommodation is needed, please notify the Director of Operations and Communications.

**Position Type/Expected Hours of Work:** This is a full-time position of 37.5 hours work week, Monday to Friday with occasional evening or weekend work. Location of work will vary based on job requirements.

**Travel:** This position requires frequent travel - A valid Ontario drivers’ license and car is required. Mileage will be reimbursed as per NSMHPCN policy.

**Preferred Education and Experience:**
- Registered Nurse with BScN preferred.
- In good standing with the College of Nurses of Ontario.
- Five years of palliative care experience.
- Certification in Hospice Palliative Care with Canadian Nurses Association or intention to be certified within 1 year of employment.
- Palliative care education courses.
- Demonstrated computer literacy is required.
- Committed to patient and family focused care.
- Work autonomously and as a team.
- Proven ability to manage time effectively, i.e. organize work, meet deadlines and set priorities.

**Work Authorization/Security Clearance (if applicable):**
- Police Record check
- Vulnerable sector check
- Verification of qualifications

**Other Duties:**
Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.
Equal Opportunity Statement:
NSMHPCN is committed to the philosophy of equal opportunity employment and does not discriminate against any employee or applicant on the basis of race, color, ancestry, age, religion, sex, sexual orientation, gender identity or expression, nation origin, disability, medical condition, marital status, veteran status, or other non-job-related criteria.

NSMHPCN is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code, individuals requiring accommodation during the application/recruitment process should advise Human Resources so arrangements can be made. All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.

Accessibility:
NSMHPCN is committed to providing its services in ways that respect the dignity and independence of people with disabilities.

To Apply:
Please send resume and cover letter to melodyfox@nsmhpcn.ca by Friday, April 24th, 2020.