

Hospice Palliative Care Nurse Consultant Job Description - Barrie and Area

Reports to: Clinical Nurse Manager

Classification: 1.0 Full-time, Permanent position

Date: November, 2021

Summary/Function:

- Offer consultation to service providers to assist with the assessment and management of pain and other symptoms.
- Provide expertise in palliative pain and symptom management to patients and families as a consultant and secondary resource.
- Help to build capacity among front line providers in the delivery of care; provide care based education and mentoring for service providers.
- Link to health care providers with specialized hospice palliative care resources.

Key Responsibilities:

Hospice palliative care nurse consultant's work spans the continuum of care supporting primary care, long term care and retirement homes, NSM HCC SS, community nursing and support agencies, acute care, hospices, day programs, supportive housing, and other organizations.

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:

- Assists service providers in the application of assessment tools and best practice guidelines
- Develops and implement mentoring programs across sectors with a focus on LTCHs, Retirement Homes and Primary Care
- Champions palliative initiatives regionally Offer secondary 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
- Provides secondary level expertise in palliative pain and symptom management to all palliative patients including vulnerable populations such as the frail elderly, the mentally ill, the homeless, pediatrics, and incarcerated populations
- Provides formal/informal and mentoring for health care providers to build capacity among front-line service providers
- Links service providers with specialized hospice and palliative care resources.
- Acts 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

- Facilitates patient centered communication and decision-making
- Coordinates continuity of care cross sector using effective communication and appropriate referral process
- 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.
- Facilitates courses including :Fundamentals of Hospice Palliative Care, Comprehensive Advanced Palliative Care Education (CAPCE), Advanced Palliative Practice Skills (APPS) and Learning Essential Approaches to Palliative Care (LEAP)

Supervisory Responsibility: This position has no supervisory responsibilities.

Required Education and Experience:

- Active registration with the College of Nurses of Ontario with a minimum Baccalaureate in Nursing
- CNA Certification in Hospice Palliative Care Nursing essential, or willingness to commit to certification within 1 year of hire
- Membership with RNAO and CNA an asset
- Minimum five years' experience in palliative care nursing preferably in a variety of care settings

Essential Skills for the role:

- Excellent knowledge of education, particularly within palliative/end of life care
- Advanced knowledge of life-limiting diseases
- Exceptional planning and organizational skills
- Ability to facilitate and teach adults with diverse learning styles
- Exceptional communication skills, written and verbal
- Proficiency working with communication platforms, electronic medical records and IT programs such as Microsoft word, Excel, PowerPoint,
- Commitment and understanding of equality and diversity and how they translate into good practice in education, learning and development

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 have the ability to 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 Executive Director.

Position Details: This is a full-time, permanent position (1.0 FTE). Days and hours of

work are Monday to Friday, 37.5 hours per week. Occasional evening and weekend work may be required as job duties demand. The duties of this job are subject to change. As a permanent employee, you are eligible to join the Healthcare of Ontario Pension Plan (HOOPP). This is a cost shared pension plan with the employer. Extended benefits through RWAM are also available. We operate on a 7-step salary grid and starting salary ranges from \$74,700 - \$76,200 including 3 weeks of paid vacation.

The NSMHPCN is recognized as a Canadian Compassionate Companies (CCC) designation through the CHPCA. This designation reiterates how we are more than just policies on paper; we strive to ensure that our team members are able to succeed, regardless of any personal hardships faced. We have shown commitment to supporting our employees in times of great distress.

Travel:

Travel is required for this position and access to a vehicle and valid Ontario driver's license is required. Reimbursement for mileage, as outlined in policies, submitted monthly through expenses.

Work Authorization/Security Clearance (if applicable):

- Police Record check
- Vulnerable sector check
- Verification of qualifications

Other Duties:

Please note this job description is not a comprehensive list 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 based on 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:

Submit cover letter and resume to rachel@nsmhpcn.ca by Friday, December 17th.