UNION JOB DESCRIPTION

JD1922

JOB TITLE:	Palliative Care Nurse Consultant	**JOB DESCRIPTION NO.:**	80274/N.VI.25002.013
CLASSIFICATION:	Community Health - Profile Classification - Level 4	**GRID/PAY LEVEL:**	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	**HSCIS NO.:**	25002
UNION:	BCNU	**JOB/CLASS CODE:**	80274
PROGRAM/DEPARTMENT:	Palliative & End of Life Care Program	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager		
FACILITY/SITE:	VIHA SI/CI/NI: Duncan, Parksville, Nanaimo, Port Alberni, Comox Valley/Campbell River, Victoria (cross site)		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Island Health (Vancouver Island Health Authority), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Under the supervision of the Island Wide Manager, Palliative and End of Life Care (P&EOLC), and as a member of the multidisciplinary P&EOLC team. In collaboration with long-term care, Acute and Community teams the Palliative Care Nurse Consultant is responsible for planning, organizing, coordinating, teaching, and evaluating palliative and end of life care services provided to clients and patients and their caregivers/families.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Plans, coordinates, teaches, promotes and evaluates Best Practice for palliative care services in accordance with standards, policies, procedures, guidelines:

- Assessing, planning, implementing and evaluating the palliative care service needs and goals for clients/patients and their caregivers/families.
- Providing education and training to staff, and others as required, including client/patient specific care instruction.
- Promoting and facilitating client/patient independence.
- Reviewing client/patient care needs and goals. Planning, implementing and evaluating changes to the written Care Plan as required.
- Conducting home visits and attending at various facilities as required to ensure that care is being provided in a safe, efficient and effective manner and achieves the identified palliative and end of life care service goals.
- Documenting and reporting significant palliative and end of life care service issues.
- Collaborating and consulting with various teams and committees across the care continuum.
- Promoting the continuum of palliative and end of life care services between community and facility and an interdisciplinary approach to palliative care in both the community and the facility settings.
- Contributing to the development of Best Practice client/patient-centered palliative care standards, policies, procedures and protocols.

- Ensuring that palliative care services are coordinated with other programs/services and are represented on various teams and committees as required.

2. Monitors and identifies palliative care service utilization issues, reporting findings to the Manager.

3. Promotes the planning of and participation in palliative care case conferences both in the community and the facility settings.

4. Lead or participate in the development and implementation of Island Health policies, guidelines and procedures as they relate to Palliative and End of Life Care.

5. Communicates policies, guidelines and procedures and provides education to staff and others through education workshops, and one on one mentorship.

6. Directs, supports, coaches and mentors staff delivering palliative and end of life care services. Reports significant practice issues to the P&EOLC Manager to bring forward to Geo leadership.

7. Plans, develops, participates in, delivers and evaluates palliative and end of life care workshops, in-services and other educational programs for staff and families/caregivers.

8. Advises the P&EOLC Manager of ongoing deficiencies in the systems, services and resources that support palliative and end of life care.

9. Participates in quality improvement activities and projects, analyzing and acting upon information received through incident reports, client/patient evaluations and other data, including collecting and compiling statistical data for research and evaluation purposes and working with P&EOLC Manager and Geo leadership to develop outcome measures.

10. Ensures a safe and healthy working environment by observing and promoting universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries and near misses; and adhering to and enforcing rules regarding safety.

11. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Graduation from a recognized nursing program. Registration with BC College of Nurses and Midwives as a practicing RN registrant. Recognized post-basic education in palliative care. Three (3) years recent related experience, including two (2) years in a community setting for Palliative Care Coordinator positions based in community and two (2) years in an acute setting for Palliative Care Coordinator positions based in acute care.

Knowledge of health care programs and services relevant to palliative care in both the community and facility setting; program planning, development and evaluation; current trends in palliative care; and principles of adult teaching/learning; and Basic Life Support, Level C certificate, or an equivalent combination of education, training and experience. Valid drivers license.

Skills And Abilities

- Apply nursing process as required and described in BC College of Nurses and Midwives Standards of Nursing Practice
- Demonstrate clinical competence
- Provide leadership
- Work effectively as part of a multidisciplinary HCC team, with other staff, and with clients/patients and their caregivers/families
- Conflict and problem-solving skills
- Utilize sound judgment, good observation and assessment skills, tact and empathy
- Fact find, seek out information and/or resources

- Intervene in crisis or difficult situations
- Organize and prioritize care needs and delivery of care
- Prioritize and organize work for self and others
- Assess learning needs of designated staff and teach skills required
- Maintain a commitment to continuing professional development as required by the employer
- Foster and promote good public relations
- Communicate effectively, both verbally and in writing
- Deal with others effectively
- Operate related equipment, including computers
- Physically and emotionally carry out the duties of the position
- Use personal vehicle