

**POSITION DESCRIPTION**

**Position Title:** Clinical Nurse Specialist – Palliative Care

**Reporting to:** Clinical Manager, Hospice Tairawhiti

**Position Size:** 1.0 FTE

This position is a joint initiative between Hospice Tairawhiti and Hauora Tairawhiti

**Functional Relationships:**

**Internal**

CE's  
Nurse Directors  
Hospice Tairawhiti Palliative Care Team  
Clinical Nurse Specialist  
Allied Health Staff  
Non Clinical Support Staff  
Hauora Tairawhiti Clinical Services  
District Nurses

**External**

Patient/Family  
PHO providers  
Ngati Porou Hauora  
Turanga Health  
Other Government Agencies  
NGO's

**Primary Objective:**

The Clinical Nurse Specialist will act in the roles of a practitioner, educator, consultant and leader in the pursuit of clinical excellence and improved health outcomes. The clinical support and guidance for these roles will be found within the Palliative Care Team at Hospice Tairawhiti and the Internal Medicine Department at Hauora Tairawhiti.

The Clinical Nurse Specialist role models quality nursing practice, and facilitates evidence based practice standards, policy and guidelines, fosters education and research, and contributes to the strategic clinical direction of palliative care in Tairawhiti. The position collaborates with nurses in other specialties, and the broader multi-professional team, to develop, implement and evaluate services and health outcomes.

The Palliative Care Clinical Nurse Specialist has a key focus on improving and enhancing clinical nursing practice centred on the patient and their family, evidencing and improving patient outcomes. The Palliative Clinical Nurse Specialist practices at a level which requires substantial theoretical knowledge in the clinical nursing specialty and demonstrates expert utilisation of this knowledge in implementing and advising on nursing interventions.

NB. When “nursing” is referred to in this document it includes Registered Nurses and Enrolled Nurses.

**CLINICAL NURSE SPECIALIST – PALLIATIVE CARE**

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
<p><b>Quality Clinical Practice</b></p>	<p>Promotes and role models specialist palliative nursing care, especially for those with complex needs</p>	<p>Maintains a significant presence in clinical areas in Gisborne Hospital, aged care, Ngati Porou Hauora, Western Rural and Gisborne community as a resource, role model, coach and advocate.</p> <p>Works to provide streamlined and efficient palliative care pathways comprising assessment, planning, education and ongoing support for palliative care patients, their family and/or carers within the Tairawhiti district.</p> <p>Guides others working in their specialised area of clinical practice in palliative care assessment, clinical decision making, implementation, evaluation and documentation of care</p> <p>Associated nursing staff:</p> <ul style="list-style-type: none"> <li>• indicate satisfaction with support.</li> <li>• are aware of service/nursing direction and developments in Tairawhiti</li> </ul> <p>Facilitates/initiates inter-service collaboration across the district to improve patient care including rural areas</p> <p>To function as an autonomous practitioner, role model and resource person to positively affect patient outcomes and influence organisational throughput including waiting times/patient flow, assisting with the development and “day to day” management of an innovative and cost effective process for provision of palliative care services within the Tairawhiti district.</p>
	<p>Works with nursing staff to continuously improve nursing practice and patient and family outcomes within the palliative care philosophy</p>	<p>Participates in auditing nursing quality standards, policies, procedures and guidelines and developing action plans.</p> <p>Takes a lead role in educating and supporting end of life pathway.</p> <p>Appropriately identifies and uses critical incidents/issues as an opportunity for staff development.</p> <p>Supports and facilitates changes to nursing practice based on:</p> <ul style="list-style-type: none"> <li>• quality improvement activity reports</li> <li>• customer feedback</li> <li>• contractual/legislative changes</li> <li>• treatment changes</li> <li>• valid research findings.</li> </ul>

**CLINICAL NURSE SPECIALIST – PALLIATIVE CARE**

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
	<p>Understands, practices within and promotes ethical, cultural and statutory requirements of practice.</p>	<p>Practice demonstrates cultural sensitivity and respect for the rights of consumers and staff.</p> <p>Practices within relevant legal requirements.</p> <p>Approaches ethical dilemmas in a supportive, collaborative manner.</p>
<p><b>Case Management</b></p>		<p>All clients are treated equally within the principles of the Treaty of Waitangi.</p> <p>Provide nursing input and advice for patient management to Hospice Tairawhiti, Hauora Tairawhiti Medical, Nursing and Allied Health staff, Aged care facilities, Ngati Porou Hauora, and Turanga Health.</p> <p>Consult on or lead, as appropriate, the development of management/care plans in conjunction with the patient, family and other services, particularly, District Nursing services, primary and secondary care services, Ngati Porou Hauora, Western Rural and aged care.</p> <p>Regular review of the management/care plan and the person and family's needs whilst in Gisborne Hospital, including advocacy if required.</p> <p>Participate in the multidisciplinary team case review meetings at Gisborne Hospital.</p> <p>Accurate documentation of care implemented, relevant statistics and recordings are maintained for each patient</p> <p>All patients, their caregivers, families are fully aware of community agencies that are available to them.</p>
<p><b>Leadership</b></p>	<p>Works collaboratively to achieve the vision of Hospice Tairawhiti and Hauora Tairawhiti philosophy and service delivery.</p>	<p>Participates in service improvement initiatives both within Hauora Tairawhiti, Hospice Tairawhiti, Turanga Health and Ngati Porou Hauora.</p> <p>Assists with the development and implementation of the nursing strategic plan for palliative care within Tairawhiti.</p>
	<p>Maintains team-work culture</p>	<p>Works effectively within a multi-disciplinary team aiming for patient and family member focused quality care.</p> <p>Participates actively and positively in team meetings.</p> <p>Evaluates current practice, identifies</p>

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OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
		<p>deficits/needs and introduces quality initiatives.</p> <p>Promotes and participates in peer review processes, case review and reflective practice.</p>
<p><b>Education</b></p>	<p>Recognises and supports nursing staff education needs within the palliative care specialised clinical field, and by utilising existing expertise in Tairawhiti.</p> <p>Contributes to the implementation and evaluation of programmes to meet the identified learning needs of the staff.</p> <p>Develops self and others.</p> <p>Facilitates patient education and self management.</p>	<p>Maintains professional development as a resource nurse role within the palliative speciality at Hauora Tairawhiti.</p> <p>Coaches and develops nurses through formal and informal learning opportunities including staff at Gisborne Hospital, Ngati Porou Hauora, Turanga Health and aged care.</p> <p>Maintains own Professional Development and promotes the value of PDRP to the wider palliative care network.</p> <p>Endorses and promotes the New Zealand Palliative Care Competencies.</p> <p>Attends and participates in nursing forums, professional networks as agreed.</p> <p>Is a member of a specialist interest group within the professional body.</p> <p>Nurses across the district are kept informed on relevant evidence based practice and issues, including ethical issues.</p> <p>Shares specialist knowledge and skills in formal and informal education activities.</p> <p>Annual performance review is completed.</p> <p>Undertakes monthly clinical supervision with approved clinical supervisor.</p> <p>Opportunities exist regularly for nursing in-service to share information and explore the implications of professional trends and issues.</p> <p>Measured by customer satisfaction surveys, clinical audits, and clinical outcomes. Also develops, maintains, and provides current, accurate and written patient information within Hauora Tairawhiti.</p>

## CLINICAL NURSE SPECIALIST – PALLIATIVE CARE

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
<p><b>Research</b></p>	<p>Promotes quality nursing care through research based practice.</p> <p>Role models the application of evidence based best practice principles in own practice and assists others in research related activities.</p>	<p>Keeps up to date with relevant nursing and related research.</p> <p>Is able to present on current research to local forums.</p>
		<p>Evidence based practice is the cornerstone of all teaching. Recognising that palliative care speciality is “young” with evidence based research beginning to evolve.</p> <p>Demonstrates ability to interpret and implement research findings.</p> <p>Provides research based clinical management options for complex clinical situations/issues.</p> <p>There is evidence of staff participation in research related activities where appropriate and authorised.</p>
<p><b>Health and Safety</b></p>	<p>Health and Safety knowledge and practice</p> <p>Actively contributes to a healthy environment, recognising that positive attitude creates optimistic environment</p>	<p>Has knowledge of and is able to apply relevant emergency procedures.</p> <p>Knows location of safety equipment and materials.</p> <p>Is aware of and can identify hazards and takes action accordingly.</p> <p>Is able to prevent or minimise hazards.</p> <p>Is aware of and complies with responsibilities under Health and Safety in Employment Act (1992) and any subsequent amendments or replacement legislation.</p> <p>Collaborates with the team and experts to ensure a safe environment for practice and care.</p> <p>Applies Health and Safety related skills and knowledge to own work practices.</p>
<p><b>Treaty of Waitangi</b></p>	<p>Has Treaty of Waitangi knowledge and application.</p>	<p>Meets the Nursing Council Treaty competencies</p>

## CLINICAL NURSE SPECIALIST – PALLIATIVE CARE

OBJECTIVE	KEY TASK	PERFORMANCE MEASURE
<b>Actively uphold Hauora Tairawhiti and Hospice Tairawhiti's philosophy, policies and procedures</b>		Ensure all policies, procedures and standards of practice within relevant Acts, Regulations, Employment Contracts and statutory obligations are adhered to within own practice.

## CLINICAL NURSE SPECIALIST – PALLIATIVE CARE

### Position Competencies:

Competencies are the skills, knowledge and attributes required to be fully competent in the position of Palliative Care Clinical Nurse Specialist.

For the purposes of selection essential competencies have been identified, and decisions will be made based on the ability of applicants to meet these:

COMPETENCY	ESSENTIAL
<b>Qualifications and Skills</b>	<ol style="list-style-type: none"> <li>1 Current Registration under the Nurses Act 1977 and hold a scope of practice under the HPCA Act 2003.</li> <li>2 Current NZ practising certificate.</li> <li>3 Holds or is currently studying towards postgraduate certificate/diploma in palliative care, or other relevant qualification.</li> <li>4 Nursing Council of New Zealand Professional Development Recognition Programme (PDRP) expert level, or attainable within twelve months.</li> <li>5 Upholds the Speciality Palliative Care Competencies for Registered Nurse as defined in the National Professional Development Framework for Palliative Care Nursing in Aotearoa New Zealand. Endorses and promotes these competencies.</li> <li>6 Computer literate</li> <li>7 Effective communicator with exceptional / outstanding people management skills.</li> <li>8 Excellent organisational/time management skills.</li> </ol>
<b>Skills, Experience and Attributes</b>	<ol style="list-style-type: none"> <li>1 Recognised expertise and credibility in area of speciality, at least 5 years experience.</li> <li>2 At least 2 years experience in hospice or specialist palliative care setting.</li> <li>3 Has a clear vision for the palliative care specialty and the nursing contribution.</li> <li>4 Excellent clinical reputation</li> <li>5 Articulate and persuasive.</li> <li>6 Networking effectively across nursing both locally and nationally in specialty.</li> <li>7 Demonstrated ability to articulate evidenced based nursing practise to colleagues in appropriate mediums and settings.</li> <li>8 Self confident professional leader and role model, with proven ability to inspire, motivate and develop others, in area of palliative care.</li> <li>9 Ability to participate effectively in supervision and clinical review processes.</li> <li>10 Comprehensive understanding of continuous quality improvement concepts and methodologies and evidence of successful application of these in the practice settings.</li> <li>11 Flexible, innovative, and risk taking.</li> <li>12 Sense of humour.</li> </ol>

### **Registered Nurse Scope of Practice (under the Health Practitioners Competence Assurance Act 2003)**

#### **Registered Nurse**

Registered Nurses utilise nursing knowledge and complex nursing judgement to assess health needs and provide care, and to advise and support people to manage their health. They practise independently and in collaboration with other health professionals, perform general nursing functions and delegate to and direct enrolled nurses and nurse assistants. They provide comprehensive nursing assessments to develop, implement, and evaluate an integrated plan of health care, and provide nursing interventions that require substantial scientific and professional knowledge and skills. This occurs in a range of settings in partnership with individuals, families, whanau and communities. Registered Nurses may practise in a variety of clinical contexts depending on their educational preparation and practice experience. Registered Nurses may also use this expertise to manage, teach, evaluate and research nursing practice. There will be conditions placed on the scope of practice of some Registered Nurses limiting them to a specific area of practice according to their qualifications or experience.

The qualification for new entrants into this scope is an approved undergraduate nursing degree or equivalent. Current registered nurses and registered obstetric nurses will be registered in this scope under the HPCA Act.

The following table outlines how registration under the Nurses Act translates to the new Scopes of Practice.

#### **Speciality Palliative Care Competencies for Registered Nurses**

The competencies for the speciality palliative care nurse are intended for those nurses who choose to work in a specialist palliative care setting.

These competencies are intended for nurses who work in specialist palliative care services and may be primarily responsible for a defined group of people who have complex needs related to a life-threatening illness. In addition, they will have a role in supporting generalist providers in the care of those with less complex needs, acting as an educator and specialist resource.

The competencies are intended to represent the minimum standard required for specialist practice in palliative care nursing. As their specialist practice advances, palliative care nurses will demonstrate more effective integration of theory, practice and experiences, along with increasing degrees of autonomy in judgements and interventions for people affected by life-threatening illness.

The four domains of practice defined in the Nursing Council Competencies for the registered Nurse provide an organising Framework for categorising the competencies required of speciality palliative care nurses. Whereas the core palliative care competencies have been presented beside relevant generic nursing competencies, in this section the generic competencies are simply reformulated specifically for the palliative care speciality and several practice indicators for each competency are given.



## CLINICAL NURSE SPECIALIST – PALLIATIVE CARE

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### **Remuneration Specification:**

Individual employment contract.

Salary range \$75,691 to \$85,880

### **Hours of Work:**

40 hours per week, Monday to Friday, 8am to 5pm