



## JOB DESCRIPTION

<b>Position:</b>	Nurse Practitioner – palliative care
<b>Reports to:</b>	Clinical Services Manager
<b>Location:</b>	Hospice Marlborough, Blenheim
<b>Hours of work:</b>	Permanent part time - negotiable

### PURPOSE OF HOSPICE MARLBOROUGH

Hospice Marlborough provides Specialist Palliative Care services to the people of Marlborough. We work closely and support those who know they are dying, and their whānau [family members and friends].

**Our vision:** *Our Marlborough Community has access to specialist palliative care and can live and die with compassion, dignity, in comfort and in peace.*

Palliative care is defined as, the care for people of all ages with a life-limiting illness, which aims to:

- optimise an individual's quality of life until death by addressing the person's physical, psychosocial, spiritual, and cultural needs.
- support the individual's family, whānau, and other caregivers where needed, through the illness and after death.

### TREATY OF WAITANGI

Hospice Marlborough is committed to its obligations under Te Tiriti o Waitangi as the founding document of Aotearoa, New Zealand.

All employees are required to give effect to the principles of Te Tiriti o Waitangi – Tino Rangatiratanga, Equity, Active Protection, Options and Partnership, in their work.

### FUNCTIONAL RELATIONSHIPS

- Chief Executive
- Medical Director/Palliative Specialist
- All Hospice Marlborough staff
- General Practitioners and Practice Nurses
- NMDHB clinical and allied health staff
- Residential Care Providers
- Marlborough community Pharmacists

### Primary Objectives

The Nurse practitioner (NP) will participate as a member and offer a nurse clinical leader resource for the Hospice Marlborough clinical team in the delivery of palliative care services to the people of Marlborough.

## PURPOSE

- To provide advanced clinical expertise that will enhance the provision of palliative care through comprehensive clinical assessment, treatment, and care planning to improve health outcomes, reduce disease impact and diminish inequity of access.

- Provide treatment and intervention, including interpreting diagnostic testing and administering therapies. Working within New Zealand legislation governing NP practice in New Zealand which includes The Health Practitioners Competence Assurance Act 2003, Medicines Act 1981, Medicines Regulations 1984, Medicines Amendment Act 2013, Misuse of Drugs Act 1975 and Misuse of Drugs Regulations 1977.
- Work autonomously and collaboratively in clinical partnership with individuals, families/whānau, medical staff, and other health professionals across a range of settings.
- Provide high quality current and evidence based palliative care interventions and practice.
- Provide leadership, consultancy, mentoring and expertise to develop clinical capability and improved coordination of care for patients with palliative needs across all sectors, primary, secondary, ARC and community, making recommendations for changes to practice as indicated.
- Participate in the development of nursing guidelines and policy, nursing education, and quality improvement utilising scholarly research.
- Maintain a visible and credible profile in national palliative, nursing, health, and advisory groups.

## DUTIES AND RESPONSIBILITIES

This position requires maintenance of all six competencies outlined in the Competencies for the Matanga Tapuhi Nurse Practitioner Scope of Practice, Nursing Council of New Zealand (NCNZ).

### **Provides safe & accountable advanced practice.**

#### ***Competency 1: Demonstrates safe and accountable Matanga tapuhi nurse practitioner practice incorporating strategies to maintain currency and competence.***

- Practices in accordance with legislation, professional standards, and health policy relevant to matanga tapuhi nurse practitioner practice as outline in the NCNZ Competencies of the Matanga Taphui Nurse Practitioner Scope of Practice.
- Self-monitors and critically reflects on practice including through regular professional supervision, collaborative case review and audit of practice, including prescribing.
- Articulates an advanced level of knowledge and critical thinking and describes the evidence that underpins decision making.
- Demonstrates autonomous, interdependent, and collaborative practice in relation to patient care across all clinical settings and within the healthcare team.
- Appropriately refers and consults with other healthcare disciplines when issue is outside scope, area of practice or competence.
- Engages in activities at an organisational, national, and local level that promote evidence based, best practice care to optimise health outcomes for palliative patients.
- Actively participates in research, teaching, professional development, presenting, publishing, conferences, seminars, and professional groups at local/regional/national level.
- Continually reviews and updates knowledge and skills.
- Provides an effective clinical and professional leadership role in complex situations across settings and disciplines, particularly in ARC.
- Demonstrates skilled mentoring, coaching, and teaching of health care colleagues.
- Considers the impact of the wider determinants of health including emerging health policy and funding and modifies practice accordingly.

**Assesses, diagnoses, plan, implements and evaluates care.**

***Competency 2: conducts comprehensive assessments and applies diagnostic reasoning to identify health needs/problems and diagnoses.***

- Assesses the patient's health status, making differential, probable and definitive diagnoses.
- Orders and interprets diagnostic tests to inform decisions based on diagnostic information, current evidence, and local practice information.
- Implements appropriate interventions based on a systematic decision-making process and evaluates the patient's response to care.
- Communicates with, educates, and involves patients and whanau in all care planning and treatment decisions.
- Actively explores the patient's cultural preferences, health behaviours and attitudes regarding care and incorporates this into the care plan.
- Decision making is based on an advanced level of clinical reasoning, clinical and scientific evidence, critical reasoning, and patient determined outcomes.
- Collaborates and consults with other members of the health care team across primary, secondary, and tertiary settings, ensuring timely and comprehensive communication with GPs, involved consultants and ARC facilities for ARC patients.
- Anticipates situations and acts appropriately to manage risk in complex care situations.
- Provides clinical leadership in evaluating client responses to interventions and directs the modification of the care plan accordingly.
- Documents all patient and whanau care in PalCare, medication management systems and in letters to other health providers involved in the patient's care, e.g., GP, specialist service.

**Assesses, diagnoses, plan, implements and evaluates care.**

***Competency 3: Develops, plans, implements, and evaluates therapeutic interventions when managing episodes of care.***

- Applies comprehensive knowledge of pharmacology to make safe and appropriate prescribing decisions regarding commencing, maintaining/titrating, or ceasing treatments in consultation with the patient/surrogate decision maker and communicates this to the patient, family/whanau, and relevant health care providers.
- Makes decisions about treatment and interventions informed by critical evaluation of research findings and applicable best practice guidelines.
- Monitors, critically evaluates, and documents treatments/interventions in accordance with patient goals and care outcomes.

**Works in partnership with the health consumer.**

***Competency 4: Consistently involves the health consumer to enable their full partnership in decision making and active participation in care.***

- Works in partnership with the patient, family/whanau, and health providers to determine therapeutic goals and options.
- Demonstrates respect, empathy and interest in the patient, family/whanau.
- Demonstrates an understanding of the Treaty of Waitangi and its principles and encourages its recognition within the delivery of palliative care.
- Understands and is responsive to the needs of different cultural groups in the delivery of palliative care. Incorporates health beliefs of the patient and family/whanau into care planning and implementation.
- Mitigates harm and discloses the potential for adverse effects to the patient, family/whanau, and the primary health care provider.
- Advocates for the patient within the health care team and with relevant agencies in a timely and respectful manner.

**Works collaboratively with healthcare teams.**

**Competency 5: Works collaboratively to optimize health outcomes for health consumers/population groups.**

- Establishes and maintains effective collegial relationships as a senior member of interprofessional teams.
- Demonstrates advanced interpersonal, leadership and management skills to foster and maintain collegial relationships and engaging effectively and professionally with diverse groups and communities to improve healthcare.
- Leads and collaborates with other health care agencies/professionals to ensure timely access and smooth transition to quality palliative care.
- Works with health providers and education providers across all clinical settings to identify, support and coordinate education and professional development in palliative care.
- Articulates the nurse practitioner role and promotes nursing in clinical, political, and professional contexts.
- Works collaboratively with other Nurse Practitioners in the region and participates in peer support activities.

**Works to improve the quality and outcomes of healthcare.**

**Competency 6: Initiates, and participates in, activities that support safe care, community partnership and population health improvements**

- Utilises systems thinking and critical inquiry skills to audit, evaluate and improve the quality of palliative care.
- Monitors and minimises risks to health consumers and healthcare providers at the individual and systems level.
- Critically reviews new research and treatment in palliative care to improve access, assessment, treatment, interventions and shares findings with patients, family/whānau and other health care providers through discussions, presentations, publications, and development of best-practice guidelines.

(Competencies adapted from: Competencies for the Matanga Tapuni Nurse Practitioner Scope of Practice, Nursing Council of New Zealand, 2017).

**After Hours clinical Staffing Cover**

- Participates in the after-hours on call roster of clinical staff, providing assessments and therapeutic interventions for patients and their whānau with specialist palliative care needs, across the range of care settings. These settings may include but are not limited to: the patient’s private residence, secondary care and/or the Hospice Inpatient Unit.

**Cultural Safety**

- Demonstrate cultural competence and cultural awareness.
- Demonstrate acceptance and understanding of the Treaty of Waitangi and its principles.
- Integrate the principles of the Treaty of Waitangi into practice in all settings
- Be aware of cultural protocols and practices when working with colleagues, volunteers, patients, and families who are Māori.
- Acknowledging New Zealand society is increasingly multicultural, be aware of cultural protocols and practices when working with colleagues, volunteers, patients, and families who are from cultures other than Māori or NZ European

## Health Safety and Wellbeing

- Is committed to and undertakes clinical or professional supervision in line with the Hospice Marlborough supervision Standards.
- Be aware of workload pressures and personal responses to pressure and report these to your Manager as early as possible if you feel your wellbeing is being compromised.
- Maintain a strategy for personal management of workload pressures and personal responses to pressure. Utilise support agencies (supervision or EAP) if you feel your wellbeing is compromised.
- An accident/Incident form is completed within appropriate timeframes following any accident at work whether in the Hospice facility, its immediate surrounds, or any location in the community.
- All identified hazards and near miss incidents are reported and managed appropriately.

## PERSON SPECIFICATION

### QUALIFICATIONS

- Registration with Nursing Council of New Zealand as a Registered Nurse
- Registration of Nurse Practitioner Scope of Practice with Nursing Council of New Zealand
- Master of Nursing degree
- Current New Zealand Practicing Certificate
- Current unrestricted vehicle driver's license

### EXPERIENCE

- Ideally, previous experience in palliative care working at an advanced level
- Previous leadership/clinical leadership experience is desirable
- Active involvement in professional organisations
- Experience in areas other than palliative care is desirable
- Experience in preparation and delivery of clinical education

### PERSONAL QUALITIES

- Demonstrates a bicultural approach in their work and recognises the Treaty of Waitangi as New Zealand's foundation document and biculturalism.
- A commitment to collaborative work in a multidisciplinary team setting.
- Exhibits a high level of personal and professional integrity.
- Self-directed with excellent time management skills, flexible, and have a problem-solving approach and ability to prioritise and respond quickly to daily challenges.
- Actively involved in own professional development.
- Friendly and approachable.
- A good sense of humour and fun.

**NOTE:** *This job description is designed to give an indication of the types of work and performance expected of the job holder. It does not contain an exhaustive list of duties or performance standards, and the job holder agrees to undertake any other tasks that are consistent with the position and with the provisions of quality service to Hospice Marlborough patients and their whānau.*

*This job description is subject to regular and ongoing review which may necessitate changes to its intent and content. This review and any changes will be undertaken in consultation with the job holder[s] at the time.*

**SIGNATURES**

**Manager's Name**

**Signature**

**Date:**

**Position Holder's Name**

**Signature**

**Date:**