

'Our mission is to provide the highest quality of palliative care services to patients and families throughout the region.'

Job Description

Position: Registered Nurse

Responsible to: Clinical Services Director

Purpose of the position: Registered Nurses are responsible for the assessment, planning, evaluation and coordination of patients and family's palliative care across a continuum which may include the patient's home environment, hospice inpatient care, hospital admission and residential care. They are responsible also to delegate to and provide direction for Enrolled Nurses and Health Care Assistants

Philosophy of Palliative Care/Hospice Service:

'Hospice affirms life, Hospice exists to provide support and care for persons in the last phases of incurable diseases, so that they may live as fully and comfortably as possible. Hospice recognises dying as a normal process and neither hastens nor postpones death. Hospice exists in the hope and belief that, through appropriate care and the promotion of a caring community sensitive to their needs, patients and their families may be free to obtain a degree of mental and spiritual preparation for death that is satisfactory to them. Hospice recognises grief as a normal response to loss, therefore, support to the families continues into the bereavement period.'

Hospice NZ

Functional Relationships:

- Clinical Services Director
- Enrolled Nurses and Health Care Assistants
- Medical Director and Medical Officers
- Chief Executive Officer
- Volunteer & Hospitality Services Manager
- Counselling and Bereavement Team
- Day Programme Coordinator
- Housekeeping Team
- Taranaki District Health Board allied health staff: e.g. Social Workers, Chaplains, Maori Health Workers, Physiotherapists, Occupational Therapists, Dieticians, and Speech and Language Therapists
- Community Health Providers: e.g. Private Hospitals, Rest Homes, General Practitioners
- Provider Agencies: e.g. Home Care Agencies
- Taranaki District Health Board services: e.g. Assessment, Rehabilitation and Treatment Services, Maori Health Unit, Mental Health Unit

Key Performance Area	Performance Standards
Professional Responsibility	<ul style="list-style-type: none"> – Accepts responsibility for ensuring that his/her nursing practice and conduct meet the standards of professional, ethical and relevant legislated requirements – Demonstrates the ability to apply the principles of Treaty of Waitangi to nursing practice – Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by Enrolled Nurses and others – Promotes an environment that enables patient safety, independence, quality of life and health – Practises nursing in a manner that the patient and family/whanau determines as being culturally safe
Management of Nursing Care	<ul style="list-style-type: none"> – Provides planned nursing care to achieve identified outcomes – Undertakes a comprehensive and accurate nursing assessment of patients in a variety of settings – Ensures documentation is accurate and maintains confidentiality of information – Ensures the patient has adequate explanation of effects, consequences and alternatives of proposed treatment options – Acts appropriately to protect oneself and others when faced with unexpected patient responses, confrontation, personal threat or other crisis situations – Evaluates patient's progress toward expected outcomes in partnership with patients – Provides health education appropriate to the needs of the patient within a nursing framework – Reflects upon, and evaluates with peers and experienced nurses, the effectiveness of nursing care – Maintains professional development
Interpersonal Relationships	<ul style="list-style-type: none"> – Establishes, maintains and concludes therapeutic interpersonal relationships with patients – Practises nursing in a negotiated partnership with the patient where and when possible – Communicates effectively with patients and members of the health care team
Interpersonal Health Care and Quality Improvement	<ul style="list-style-type: none"> – Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care – Recognises and values the roles and skills of all members of the health care team in the delivery of care – Participates in quality improvement activities to monitor and improve standards of nursing

Health and Safety	<ul style="list-style-type: none"> – Takes responsibility for own health and safety within the work environment – Promotes health and safety within the organisation including safety and security of medications – Participates in self-care and attends regular clinical supervision 	
Person Specification	Essential	Preferred
Education/Qualifications	Registered Nurse with a current practicing certificate to work in the area of general nursing	Post graduate palliative care nursing qualifications
Experience/Knowledge	<p>Advanced clinical practice in range of clinical settings</p> <p>Excellent communication skills</p> <p>Excellent assessment and care planning skills</p> <p>Knowledge of continuous quality improvement</p> <p>Understanding of the Treaty of Waitangi and awareness of cultural dimensions in health service delivery</p>	Experience in hospice/palliative care
Personal Qualities	<p>Leadership qualities</p> <p>An effective team player</p> <p>Self motivated</p> <p>Innovative</p> <p>Flexible</p> <p>Actively involved in own professional development</p>	