



**BALLARAT
HOSPICE
CARE INC.**

Home Based Palliative Care

Position Title	Specialist Palliative Care Nurse Grade 3
Work Location	1836 Sturt St Alfredton
Employment type	Part time
Duration	Ongoing
Position reports to	Operations Manager
Date approved	April 2022

Organisational Environment

Ballarat Hospice Care Inc. (BHCI) is a home-based palliative care service; caring for people living with a life limiting illness and supporting their family and carers in their place of residence. We are a team of specialist palliative care nurses, supportive care advisors, patient and family support volunteers and compassionate administrative staff. We work closely with GPs, local hospitals, specialist doctors, nursing and community services – all to meet the varying and individual needs of the people we care for including 24hr support and loan of equipment without direct cost to the patient or family. We also offer education to carers and patients and to health and community services and community groups. We cover the Hepburn Shire, City of Ballarat, the northern end of the Golden Plains Shire and the western end of Moorabool Shire.

Our palliative care philosophy is that death is a normal and expected part of life. The model of care incorporates physical, spiritual, social and emotional support; including grief and bereavement support for a period of 13 months, as endorsed by the *National Bereavement Standards*. BHCI is an inclusive organisation and undertakes accreditation in accordance with QIP and Rainbow \checkmark quality standards.

As an incorporated organisation we work under the Incorporations Act and hold a Service Agreement with the Department of Health Victoria. BHCI works within the frameworks of Safer Care Victoria (SCV) as the state's healthcare quality and safety improvement agency. We operate a Friends of Hospice Op Shop, which is supported by volunteers. BHCI is a flexible workplace and values investment in development of students, research and learning.

Vision

To offer our community a specialist palliative care service focused on end of life issues and care

Mission

Using a skilled interdisciplinary team approach, to facilitate with compassion, the provision of home-based, holistic palliative care, to anyone facing end of life issues

Values



Position Purpose

To demonstrate highly skilled leadership and clinical expertise in the provision of community-based holistic palliative care.

Scope

- To provide specialist palliative care to patients and their carers who are facing end of life issues
- To work effectively as a member of the multidisciplinary team as rostered including on call
- To mentor less experienced staff and to be involved in the provision of education to carers, clinicians and the wider community
- The Nursing and Midwifery Board of Australia (NMBA) - The Code of conduct for nurses (the code) sets out the legal requirements, professional behaviour and conduct expectations for nurses in all practice settings, in Australia. <https://www.nursingmidwiferyboard.gov.au/codes-guidelines-statements/professional-standards.aspx>

Key Responsibilities

1. Demonstrate and uphold the values of BHCI through professional attributes and behaviours
2. Demonstrate cultural appropriateness and respect for diversity
3. To conduct clinical nursing assessment, care planning and evaluation; screening for psycho-social and spiritual issues
4. Effective planning and delivery of quality palliative care for patients / carers, through a managed care system
5. Effective and comprehensive communication / clinical handover to the rest of the healthcare team regarding the patient / carer needs
6. Demonstrate effective and efficient management of own workload

Key Responsibility 1

Demonstrate and uphold the values of BHCI through professional attributes and behaviours

- To embrace the mission, values and philosophy of BHCI and use these principles as the basis of work practice
- Proactively contribute to professional attributes and behaviours (please see over)
- Ensures the provision of service complies with the policies and procedures of BHCI
- Effective and efficient management of own workload to include opportunities for research and quality improvement

Key Responsibility 2

Demonstrate cultural appropriateness and respect for diversity

- Demonstrate a positive regard for diverse cultures, genders, sexual orientation and person-centred care
- Respond to all people in a non-judgemental, inclusive and supportive manner
- Demonstrate awareness of the relationship between culture, diversity, health beliefs, and health seeking behaviour
- Participate in education specific to cultural diversity, cultural safety, LGBTIQ+ inclusivity and the inclusion of minority groups regardless of how they identify.

Key Responsibility 3

To conduct clinical nursing assessment, care planning and evaluation; screening for psycho-social and spiritual issues.

- Utilise comprehensive assessment skills, to undertake a holistic assessment of the health status of the patient, based on interview, observation, carer interview and consideration of other reports, referral information and other relevant data
- Identify key symptoms of distress at time of initial assessment and involve patient and carer in management of care needs
- Assess individual nursing needs and the carers ability to provide care at home
- Screens for patient and families emotional and spiritual needs focusing on strengths and challenges, social supports, financial and legal concerns using validated tools within Pal Care
- Accurate documentation utilising BHCI information management system (PalCare) to document all care interventions and to meet legal and regulatory requirements

Key Responsibility 4

Effective planning and delivery of quality palliative care for patients / carers, through a managed care system

- Works collaboratively in managing workload of the multidisciplinary team
- Comprehensive ongoing assessment and review is undertaken at each contact with patient and family
- Development of agreed goals and interventions as well as any other services to be involved in providing those interventions
- Development of agreed review times
- Evaluation and accurate documentation of review outcomes
- Appropriate utilisation of BHCI equipment or equipment on loan to patients registered with BHCI
- Entry of all contacts; direct or indirect into Pal Care

Key Responsibility 5

Effective and comprehensive communication / clinical handover to the rest of the healthcare team regarding the patient / carer needs

- Involvement of patient and carer in all aspects of decision making in relation to their needs based on comprehensive and ongoing assessment and consent
- Communicate the patient / carer needs to the internal and external healthcare team using Clinical Handover guideline and with their consent
- Development and maintenance of a therapeutic and professional relationship with patients and carers
- Open and trusting relationship with BHCI staff and volunteers and with external services who partner with BHCI
- Excellent written and verbal communication and negotiation skills

Key Responsibility 6

Demonstrate effective and efficient management of own workload

- Reviews own work performance, identifies learning needs, and accesses opportunities for development
- Efficient and effective time management to complete all necessary tasks including documentation
- Efficient use of resources through team decision making process
- Participates in supporting internal and external committees

For all BHCI team members:

Occupational Health and Safety

- BHCI acknowledges its responsibility under the OHS Act 2004 and the OH& S Regulations 2017 to eliminate risks to health and safety in the workplace as far as is practicable. The legislation also places a duty on all employees to take responsibility for their own and others health and safety, to cooperate with management in relation to training, policies and actions to better the working environment.
- As a member of the team you are expected to consistently undertake meaningful self-care and professional self-development throughout the year.

Privacy and Confidentiality

- Ensure that the business and affairs of BHCI, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required by law. Such confidentiality shall extend to the commercial and financial interests and activities of BHCI
- Agree to maintain strict confidentiality while employed by BHCI and at all times thereafter as to information regarding BHCI and client / customer data, operating procedures, client lists and financial information acquired by you during the course of your employment. At no time must information related to patient/ family or staff member be discussed with anyone other than the relevant staff member and / or care professional providing care / service.
- Awareness of the implications of the National Privacy Principles (Privacy Act 1988 (Cth)), Information Privacy Principles (The Privacy and Data Protect Act 2014 (Vic)) and Health Records Act 2001.

Professional Attributes and Behaviours:

A. Teamwork

- committed to sustaining a positive and trusting team culture
- proactive contributor to the work of the team and contribute towards an interdisciplinary approach to care
- willing to work collaboratively with all team members and willing to share information with colleagues
- open and honest communication with all team members
- willing to negotiate positive outcomes with all team members
- willing to develop new skills and knowledge rapidly

B. Motivation

- demonstrates a confident, optimistic and proactive mindset
- takes ownership of own job and actively considers the consequences of their actions and the decisions they make
- demonstrates commitment to the team, is willing to share responsibility for the team's goals & objectives

C. Workplace Integrity

- demonstrate ongoing commitment to the Vision and Mission of BHCI
- preparedness to consistently undertake work in a manner which is in line with the organisation's values of loyalty, honesty, trust, skill, kindness, respect and willingness
- treating the workplace environment, other staff and contractors with respect
- dealing with confidential and sensitive information in a professional manner

D. Workplace Responsibilities

- BHCI acknowledges that its staff and volunteers have legislative responsibilities in relation to workplace rights which include but not limited to: discrimination, victimisation, bullying and harassment including sexual harassment, equal opportunity, disability, family violence and or abuse and children, parents and carers
- All staff and volunteers work within a Risk Management Culture and report Adverse Events, Near Misses and Incidents as they are identified or arise

Key Selection Criteria

1. Significant understanding of, and demonstrated commitment and energy for, the objectives and values of BHCI
2. Demonstrated strong values driven leadership with commitment to reflective practice and ongoing professional development
3. High level of nursing skills and inter-personal and communication skills with the commitment to the delivery of quality person centred care with the ability to work through complex clinical issues based on the principles of palliative and end of life care
4. Willingness to lead quality improvement and research initiatives to enhance patient and family care
5. Commitment to flexibility and innovation with the ability to work independently with minimal supervision and with a high level of organisational and time management skills
6. Demonstration of excellent written and verbal communication through the sound documentation of person centred care plans; IT skills
7. Demonstrated resilient behaviours and skills that will maintain your own wellbeing in context of complex workload and working alone within the community

Essential:

- Registered Nurse Div.1 registered with AHPRA with 5 years' experience
- Post Graduate qualification in relevant health discipline
- Experience in palliative care

Desired:

- Post Graduate qualification in Palliative Care or working towards same within an agreed timeframe

Also required – current and ongoing maintenance

- Current Police Check
- Working with Children Check
- Current Driver License

Other relevant information:

- The CEO may amend this position description if required. Any changes will be made in consultation with the.
- Appointment will be subject to a three-month probationary period from the date of commencement and a Performance Review will occur three (3) months following, then annually considering the key roles and responsibilities and required personal and professional attributes outlined in this position description. In addition to reviewing performance (individual and work team), the meeting provides an opportunity to ensure role clarity, revise key performance activities/measures and set development objectives and goals for the year ahead.

Staff Name _____

Staff Signature _____ Date _____

CEO Name _____

CEO Signature _____ Date _____