

POSITION DESCRIPTION

Palliative Nurse Practitioner

Reporting to	Clinical Lead
Direct Reports	NA

Main Purpose of Role

1. 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
2. To work autonomously and collaboratively in clinical partnership with individuals, families/whānau, medical staff and other health/social care professionals across a range of settings, complementing and enhancing existing services
3. To 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 Act 1984, Medicines Amendment Act 2013, Misuse of Drugs Act 1975 and Misuse of Drugs Regulations 1977.
4. To provide high quality current and evidence based palliative care interventions and practice.
5. To provide leadership, consultancy, mentoring and expertise to develop clinical capability and improve coordination of care for patients with palliative needs across all sectors, primary, secondary, ARC and community, making recommendations for changes to practice as indicated.
6. To participate in the development of nursing guidelines and policy, nursing education, and quality improvement utilising scholarly research.
7. To demonstrate clinical excellence in professional nursing practice through role modelling advanced clinical expertise and a patient centred approach.
8. To mentor colleagues and support the role of community-based nurses in palliative care.
9. To promote and encourage a learning environment within Hospice EBOP clinical team, facilitating responsive and comprehensive learning opportunities.
10. To promote a culture of quality improvement and clinical excellence within the clinical team.

Key Responsibilities & Expected Deliverables

Responsibility	Deliverables
<p>Provides safe & accountable advanced practice.</p> <p>Competency 1: Demonstrates safe and accountable Mātanga tapuhi nurse practitioner practice incorporating strategies to maintain currency and competence</p>	<ul style="list-style-type: none"> - Practises in accordance with legislation, professional standards and health policy relevant to nurse practitioner practice. - Appropriately refers and consults with other healthcare disciplines when issue is outside scope, area of practice or competence. - Self-monitors and critically reflects on practice including through regular professional supervision - Leads collaborative case review and audit of practice. - Continually reviews and updates knowledge and skills and initiates education, coaching and upskilling of colleagues. - Demonstrates accountability in considering access, cost and clinical efficacy.
<p>Assesses, diagnoses, plan, implements and evaluates care.</p> <p>Competency 2: Conducts comprehensive assessments and applies diagnostic reasoning to identify health needs/problems and diagnoses.</p>	<ul style="list-style-type: none"> - 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. - Proposes interventions and makes decisions based on an advanced level of clinical reasoning, evidence, and patient determined outcomes.
<p>Assesses, diagnoses, plan, implements and evaluates care.</p> <p>Competency 3: Develops, plans, implements, and evaluates therapeutic interventions when managing episodes of care.</p>	<ul style="list-style-type: none"> - Actively explores the patient’s cultural preferences, health behaviours and attitudes regarding care and incorporates this into the care plan. - Uses applicable best practice guidelines and critical evaluation of research findings to make decisions / recommendations about treatment and interventions. - Clearly articulates and documents reasons behind decision making and proposed interventions, to ensure understanding across the team to promote continuity of care. - Documents all care and interventions in PalCare and medication management systems. - Anticipates situations and acts appropriately to pre-empt and manage risk in complex care situations. - Applies comprehensive knowledge of pharmacology to make safe and appropriate

	<p>prescribing decisions regarding commencing, maintaining/titrating, or ceasing treatments in consultation with the patient/surrogate decision maker and communicates this to the patient, family/whānau, and relevant health care providers.</p> <ul style="list-style-type: none"> - Monitors, critically evaluates, and documents treatments/interventions in accordance with patient goals and desired care outcomes. - Provides clinical leadership in evaluating client responses to interventions and directs the modification of the care plan accordingly.
<p>Works in partnership with the health consumer.</p> <p>Competency 4:</p> <p>Consistently involves the health consumer to enable their full partnership in decision making and active participation in care.</p>	<ul style="list-style-type: none"> - Works in partnership with the patient, family/whānau, and health providers to determine therapeutic goals and options. - Demonstrates respect, empathy and interest in the patient, family/whānau. - 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/whānau into care planning and implementation. - Mitigates harm and discloses the potential for adverse effects to the patient, family/whānau, 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.
<p>Works collaboratively with healthcare teams.</p> <p>Competency 5:</p> <p>Works collaboratively to optimize health outcomes for health consumers/population groups.</p>	<ul style="list-style-type: none"> - Establishes and maintains effective collegial relationships as a senior member of interprofessional team. - Demonstrates advanced interpersonal, leadership and management skills to foster and maintain collegial relationships and engage 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, as well as smooth transitions between care settings.

	<ul style="list-style-type: none"> - 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.
<p>Works to improve the quality and outcomes of healthcare.</p> <p>Competency 6:</p> <p>Initiates, and participates in, activities that support safe care, community partnership and population health improvements</p>	<ul style="list-style-type: none"> - 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.
<p>Other Duties</p>	<ul style="list-style-type: none"> - Duties and responsibilities requested by Clinical Lead or delegate are undertaken as reasonably able to do so.
<p>Cultural Safety</p>	<ul style="list-style-type: none"> - Demonstrates cultural competence and cultural awareness. - Demonstrates acceptance and understanding of the Treaty of Waitangi and its principles. - Integrates 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. - 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.

Hospice EBOP Awareness & Requirements	<ul style="list-style-type: none"> - Adheres to Hospice EBOP philosophy, mission, vision, values and strategic goals. - Demonstrates and articulates understanding of Hospice EBOP’s functions, responsibilities, capabilities, capacities and constraints. - Is aware of and adheres to Hospice EBOP quality management requirements (including policies, procedures, guidelines, code of conduct and other relevant documents). - Actively initiates, supports and participates in quality improvement initiatives. - Demonstrates commitment to the Hospice EBOP culture of continuous improvement. - Documents and escalates any complaints or negative feedback to the line manager as soon as practicable. - Participates in investigations and exploration of incidents in an open and professional manner.
Responsibility	Deliverables
Professional Competency/Practice	<ul style="list-style-type: none"> - Maintains all qualifications, including registrations and practicing certificates, as required for legal and safe practice. (as applicable) - Maintains currency of knowledge and adherence to best practice and legislation relating to work accountabilities.
Confidentiality and Code of Conduct Policies/Requirements	<ul style="list-style-type: none"> - Always maintains strict confidentiality. - Adheres to the Privacy Act 2020 and the Health Information Privacy Code 2020, and any subsequent amendments, about confidentiality and the non-disclosure of information. - Delivers services in a culturally appropriate manner. - Acknowledges and respects the culture of colleagues, volunteers and other stakeholders.

Health & Safety	<ul style="list-style-type: none"> - Complies with HEBOP health and safety policies and procedures. - Fully and actively supports and promotes health and safety actions and initiatives in the workplace. - Takes responsibility for own health and safety, and the health and safety of others within the work environment. - Reports all workplace hazards, near miss incidents and accidents in a timely manner. - Supports and promotes actions and initiatives to minimise, isolate or eliminate identified risks. - Participates in investigations and exploration of incidents in an open and professional manner.
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I acknowledge that I have read this position description and understand the duties, accountabilities, and deliverables of this role.

Signed:

Date:

Employee

Signed:

Date:

CE