



PALLIATIVE CARE NURSE CLINICIAN – 158-23-2
Home & Community Care, Six Nations Health Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday, **September 27, 2023**, for the Palliative Care Nurse Clinician with Home & Community Care, Six Nations Health Services Department. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.** Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY:

The Palliative Care Nurse Clinician reports to and works under the direction and supervision of the Manager of Home and Community Care. Works collaboratively within the established Memorandum of Understanding between Six Nations Elected Council and St. Joseph's Lifecare Centre/Stedman Community Hospice.

The Palliative Care Nurse Clinician (PCNC) collaborates with clients, families, care teams, health care institutions and the community to optimize the quality of life of clients and their families affected by life-limiting progressive health conditions.

As part of the larger interprofessional collaborative team, the PCNC will optimize linkages and pathways in both clinical and supportive care for clients and their families who would benefit from a palliative care approach. This team will collaborate with primary care providers and other services in the implementation of shared-care plans, through the provision of assessment, referral and access to palliative care and grief support services.

Type	Full-Time
Closing Date	September 27 th , 2023
Hours of Work	35
Wage	Minimum \$70,400

BASIC QUALIFICATIONS:

- Bachelor of Science in Nursing; Master's Degree an asset
- Current registration in good standing with the College of Nurses of Ontario
- Canadian Nursing Association Certification in Hospice Palliative Care and/or other related training in Hospice Palliative Care preferred.

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.

- Minimum 3-5 years of recent related clinical experience with advanced knowledge in palliative care.
- Strong communication skills with demonstrated experience working in an interprofessional team.
- Demonstrated knowledge of trauma informed care
- Excellent organizational, interpersonal, problem solving and decision making skills
- Evidence of continuing professional development
- Research and/or program evaluation experience with knowledge of evidence based processes including appraisal of research, application of findings and collaboration on research projects.

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance please reach out to Alkie Froman, HR Business Partner at 519-445-2223 ext 5727 or via email at HRBP2@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

PALLIATIVE CARE NURSE CLINICAN– CONTRACT – 158-23-2
 c/o Reception Desk
 Grand River Employment & Training (GREAT)
 P.O. Box 69, 16 Sunrise Court
 Ohsweken, Ontario NOA 1M0

POSITION DESCRIPTION – HEALTH SERVICES

POSITION TITLE: Palliative Care Nurse Clinician

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Manager of Home and Community Care. Works collaboratively within the established Memorandum of Understanding between Six Nations Elected Council and St. Joseph's Lifecare Centre/Stedman Community Hospice.

PURPOSE & SCOPE OF THE POSITION:

Focusing on the whole person and family, the Palliative Care Nurse Clinician (PCNC) collaborates with clients, families, care teams, health care institutions and the community to optimize the quality of life of clients and their families affected by life-limiting progressive health conditions. As part of the larger interprofessional collaborative team, the PCNC will optimize linkages and pathways in both clinical and supportive care for clients and their families who would benefit from a palliative care approach. This team will collaborate with primary care providers and other services in the implementation of shared-care plans, through the provision of assessment, referral and access to palliative care and grief support services.

The PCNC will support capacity building at the person, family and provider level through education, leadership and mentorship.

DUTIES & RESPONSIBILITIES:

1. Technical Functions:

- According to the path of care; referrals will be received for the Six Nations Palliative Care Program from all access points
- The Palliative Care Nurse Clinician will work in collaboration of the Palliative Shared-Care Outreach Team and the Home and Community Care Case Managers to:
- Provide person-centered care; ensuring the shared-care team is aware of the need for and the meaning of a person-centered approach.
- Perform formal, standardized clinical assessments and interventions within the scope of practice and professional standards from the College of Nurses of Ontario.
- Connect, collaborate, coordinate care and service for clients and families, providing information, support and guidance in decision-making.
- Works with clients, family, hospital and community providers to facilitate transitions of care and service supports across multiple care settings to mitigate unnecessary hospital emergency room visits or admissions.
- Advocate for clients and families and supports them to navigate through the system to access the supports they need.
- Support clients and families to remain in their preferred care setting and access their preferred intervention choices including Traditional Hodi:noshoni medicines and ceremonies.

- Develop, deliver and evaluate the education provided to clients, families and other providers.
- Documents according to documentation standards established by the College of Nurses of Ontario as well as the policies and procedures established by Six Nations Health Services.
- Provide on-call coverage (monthly rotation of after-hours and weekends)

2. **Communications Functions:**

- Provides superior clinical communication and leadership skills.
- Effectively liaises with the Manager, staff, community members and the general public.
- Participates and provides leadership at clinical rounds.
- Notify team members and update files when client situations change including death of a client to ensure bereavement services are in place.

3. **Administrative Functions:**

- Documents, tracks and prioritizes care requests to ensure all clients and families receive timely response, including follow up call to ensure care needs are met.
- Completes regular and timely statistical records required by the organization and the funders.
- Prepares information required such as reports, briefing notes, updates and correspondences.

4. **Other Functions:**

- Performs other job related duties as may reasonably be required by Manager.
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.
- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management.

WORKING CONDITIONS:

- Working as a high public profile, extensive public contact and is subject to deadlines and interruptions.
- Working with considerable out-of-office contact.
- Working may at times be subject to unscheduled hours and on call.

WORKING RELATIONSHIPS:

With the Health Senior Leadership Team

Receives direction, guidance and discusses plans, priorities to ensure tasks are done efficiently and effectively, receives instruction and supervision.

With the Manager of Home and Community Care

Receives direction, guidance, and encouragement; discusses plans and priorities.

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With Department Staff

Liases, cooperates and provides encouragement; maintaining control through teamwork and direction.

With Other Staff

Maintains cooperation and consideration with all staff members.

With External Agencies

Represents and promotes Six Nations interests relative to Health Services; seeks to develop close working relationships.

With the Public

Represents and promotes the health service interests of Six Nations; works in a courteous, cooperative, positive and proactive manner, provides information as requested.

KNOWLEDGE SKILLS:**Minimum Requirements:**

- Bachelor of Science in Nursing; Master's Degree an asset
- Current registration in good standing with the College of Nurses of Ontario
- Canadian Nursing Association Certification in Hospice Palliative Care and/or other related training in Hospice Palliative Care preferred.
- Minimum 3-5 years of recent related clinical experience with advanced knowledge in palliative care.
- Strong communication skills with demonstrated experience working in an interprofessional team.
- Demonstrated knowledge of trauma informed care
- Excellent organizational, interpersonal, problem solving and decision making skills
- Evidence of continuing professional development
- Research and/or program evaluation experience with knowledge of evidence based processes including appraisal of research, application of findings and collaboration on research projects.

Other Related Skills:

- Ability to establish and maintain effective therapeutic relationships with clients, families and service providers
- Strong organizational skills and attention to detail
- Must have valid driver's license and ability to drive and use own care
- Available to work 28 hours per week between Monday to Friday and to be on-call
- Strong knowledge of Six Nations Community and importance of culture as foundation
- Must demonstrate strong leadership skills
- Commitment to professional development and mentorship
- Experience in supporting reflective practice
- Strong organizational and time management skills
- Strong interpersonal, verbal and written communication skills

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- Understands the importance of Confidentiality; Ability to work with tact and discretion
- High level of computer skills – Microsoft Office – MS Word and Excel
- First Aid and CPR certified preferred
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IMPACT OF ERROR:

Errors in judgement and in the conduct of duties could lead to lose credibility, poor public relation, confusion, duplication of effort and misinformation being given to the Director of Health Services, Human Services Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by Health Services Department and Six Nations Elected Council. Works within the administrative policies and procedures established by the Six Nations Elected Council for the Health Services Department and other legislation provided by the respective governments.