

JOB POSTING - HOSPICE AT GLENGARDA

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| Title: | Clinical Nurse Educator |
| Reports to: | Hospice Clinical Manager |
| Number of vacancies: | 1 |
| Employment Type: | Temporary |
| Employment Term: | 50% |
| Hours of Work: | 5 hours shifts/ days |
| Rate of pay: | competitive salary and benefits package |

THE HOSPICE IS GUIDED BY THE MISSION AND VALUES OF EMMANUEL HEALTH:

MISSION

Guided by the healing Ministry of Jesus Christ, Emmanuel Health provides acute, long-term and community care throughout Saskatchewan. In the tradition of Catholic social justice teaching and service, we respond to the unmet needs of the vulnerable and the communities we serve through compassionate innovative service and partnerships.

VALUES

Compassion – we build genuine relationships that honour human dignity with respect and tenderness, creating a safe environment for all.

Innovation – we boldly lead the way with courage, continuously improving and advancing creative solutions.

Commitment – we are dedicated to the service of others through the application of Catholic social teachings, accountable actions, meaningful collaboration, and responsible stewardship.

ROLE SUMMARY

The Clinical Nurse Educator (CNE), Hospice at Glengarda, integrates skills and knowledge from nursing theory and principles of adult learning in the provision of direct client care, clinical coordination, clinical problem solving, education and research. The incumbent will provide leadership that is visible, proactive, and promotes the delivery of client care through the application of practice standards. In consultation with the Hospice Clinical Manager, the CNE is responsible for assessing learning needs of staff, planning, implementing and evaluating designated educational activities/programs. The CNE will use a consultative approach and research findings to provide support to health care workers as

appropriate. At Hospice at Glengarda the Vision, Mission, and Values of Emanuel Health are reflected in the care provided.

JOB QUALIFICATIONS

- Requires a Baccalaureate degree in Nursing. A Master's degree in Nursing or Continuing Education is preferred
- Current SRNA registration and license to practice
- Previous experience in Hospice Palliative Care Nursing
- TLR certification
- Previous experience in health education is desirable
- Understanding of the nursing process and principles of adult learning
- Demonstrated skill in teaching staff
- Experience in developing work standards/guidelines and programs/resources for staff in the areas of planning and implementation, quality monitoring and evaluation

SKILLS AND ABILITIES

- Requires resourcefulness and judgement to plan, implement and evaluate staff development activities/ programs such as certification, orientation, skills review, work standards, leading practices, and special projects
- Demonstrates initiative, self-direction and leadership abilities
- Ability to accept and implement change
- Proven teaching abilities and skills for individuals and groups
- Advanced computer skills
- Ability to establish and maintain good interpersonal/consultative relationships and communication patterns
- Demonstrates effective writing skills
- Commitment to continuing professional development
- Ability to apply research to practice
- Attention to detail is required, with awareness of the implications of errors
- Ability to work independently, to make independent decisions and judgments
- Requires regular interaction with diverse groups, for the purpose of achieving teamwork to provide desired outcomes
- Involves frequent pressure related to multiple complex issues and short timelines

PHYSICAL EFFORT

- An active position requiring moderate physical effort in the form of walking that requires application of good body mechanics due to frequent standing, walking, stooping, and sitting.

ACCURACY

- Adherence to established standards of care (work standards and policy) is expected in the proper use, instruction, and handling of equipment, supplies and medications. Accuracy of information imparted is essential to maintain quality client care and efficient Hospice operations.

CONTACTS

- Collaborates with Samaritan Place, Community Care, Acute Care, Canadian Hospices and health care teams.
- Collaborates with CNE group and other stakeholders
- Collaborates with the College of Nursing, SIAST, Saskatoon Business College and other educational programs

POSITION RESPONSIBILITIES

The Hospice Clinical Nurse Educator (CNE) is an experienced nurse who is an expert in Hospice Palliative Care and Community/Acute/LTC Nursing. The CNE is a role model for staff in patient/family care. The Hospice CNE is a self-directed practitioner who has effective communication and problem-solving skills and who works collaboratively with all team members for the provision of quality care. The Hospice CNE supports others to adapt to changes in the clinical area and within health care as a whole.

These statements reflect the principle functions of the job, but do not describe all the work assignments inherent in it.

1. The Hospice CNE utilizes both formal and informal strategies for staff development.
 - Works collaborative with the Hospice Clinical Manager and staff members to determine individual and group education needs
 - Integrates education activities with the overall agency goals and needs
 - Adapts staff education to changing needs of patients/families and Hospice at Glengarda
 - May have input into staff performance appraisals based on educational and clinical assessments
 - Facilitates staff involvement in education and designs formal and informal education activities
 - Develops, coordinates, implements, and evaluates specific education projects
 - Supports staff members through skills in coaching, conflict resolution, critical thinking, crisis management, problem solving
 - Participates in planning/coordination and/or presenting at professional conferences

2. The Hospice CNE works collaboratively with staff, patients/families, students and professional partners in resource development.
 - Utilizes a planned process to assess, develop, implement or evaluate resources for staff, patients/families or students
 - Involves others in these projects
 - Serves as a resource and shares information/resources or develops projects collaboratively with others
 - Promotes access for all staff to essential supplies, information, and support
 - Participates in research activities specific to Hospice Palliative Care

3. The Hospice CNE provides supervision to staff in the designated practice environment.
 - Provides supervision of the clinical practices of staff
 - Works with staff requiring assistance with practice issues for the purpose of ensuring competent client care
 - Identifies and informs Hospice Clinical Manager of competency concerns of staff in a designated work area
 - Develops and implements programs for staff that have a requirement for additional knowledge, skill and/or judgment to ensure competent practice

4. The Hospice CNE, through a consultative process, is responsible for the establishment, maintenance, and evaluation and updating of clinical standards of care based on research evidence and leading practice for Hospice Palliative Care.
 - In the ongoing establishment, maintenance, evaluation and updating of the clinical standards of care
 - Develops implements and monitors work standards, procedures and guidelines.
 - Consults with Hospice Clinical Manager, staff members, and other interdisciplinary team members
 - Explores and utilizes current research and practice trends
 - Considers standards of professional bodies (SRNA, SALPN)
 - Implements quality improvement initiatives to streamline, update, and evaluate clinical standards

5. The Hospice CNE provides clinical support and leadership in the care of patients/families.
 - Clinical problem solving
 - Serves as an expert clinical resource for staff members, patients/families and interdisciplinary team members
 - Assists staff members with planning for complex care needs of patients/families
 - Works collaboratively with staff and interdisciplinary team members to provide quality patient/family care
 - Fosters an environment which enhances critical thinking and independent practice
 - Keeps current on provincial, national and international trends and issues related to health care, Hospice Palliative Care, research, education and practice

- Leads change and practice direction
- Promotes a collaborative team environment

EMPLOYEE RISK AND RESPONSIBILITY

- All employees are responsible and accountable for compliance with workplace policies and procedures for risk identification, risk assessment and risk management.
- Exposure to animals is anticipated.

DIRECT INQUIRIES TO

Please submit resume and current references to

Meredith Wild, Clinical Manager – Hospice at Glengarda, mwild@samaritanplace.ca or mail to
375 Cornish Road, Saskatoon, SK S7T 0P3

Thank you for your interest in this position. Only those chosen for an interview will be contacted.