

## **Registered Nurse – Supportive and Palliative Care Nurse**

*Permanent, 0.9 FTE*

The Upper Grand Family Health Team (UGFHT) offers the opportunity to join an innovative, community-based primary health care team serving Arthur, Fergus, Elora and surrounding areas. We are looking for a talented team player to join us as we continue to provide a model of excellence in rural primary health care.

### Position Summary

As a member of our inter-professional team, the Supportive and Palliative Care Nurse provides support for patients and their families requiring supportive and/or palliative care. The successful candidate will work closely with the Palliative Social Worker and other palliative care community partners to meet defined program goals and objectives of providing high quality end of life and continuity of care to patients and their families coping with life-threatening illnesses (See Appendix A). The Supportive and Palliative Care Nurse reports directly to the Upper Grand Family Health Team's Executive Director.

### Requirements

- Baccalaureate of Science in Nursing required
- Registered with the College of Nurses of Ontario required. RNAO membership preferred
- Minimum three years demonstrated experience in a primary health care (family medicine) or community health care setting preferred
- Knowledge and competency in current, evidence-based methods and practices of primary care delivery, with an emphasis on palliative care, CAPCE and LEAP training and CHPCN certification preferred
- Ability to prioritize, manage time effectively and be flexible in a very active work environment
- Able to function as a team player working, collaboratively with other FHT staff and community healthcare partners
- Sound organizational, teaching and leadership skills
- Comfort with providing support/education with requests and referrals for Medical Assistance In Dying (MAID)
- Valid Ontario Driver's license and access to own reliable vehicle
- Proficiency in the use of mobile devices, computer and communication system knowledge including e-mail, hyper-care and Electronic Medical Records (EMRs)

### Responsibilities

- Visit patients in their homes to provide nursing care focused on symptom management, End of Life planning, education, and coordination of supportive and palliative care needs
- Provide terminal illness and end-of-life support to patients and their caregivers
- Participate in professional community palliative programs with physicians and palliative agencies, (e.g. palliative rounds with clinical palliative care partners, the sub-region Palliative Working Group, the Rural Palliative Care Community of Practice Working Group at the HPCO)

- Participate in UGFHT and Ontario Health Team supportive/palliative program development, evaluation and reporting, identifying key performance indicators and collecting data for the measurement of those indicators, evaluating results of activity data to identify trends in patient needs, compiling relevant statistical reports required for program evaluation or as requested by the Ministry of Health and Long-Term Care, and participating in interdisciplinary team meetings as required
- Occasional after-hours support as required
- Maintain professional competence and remain current (e.g. evidenced-based care) through ongoing participation in professional development, FHT research projects, etc.

#### Skills and Abilities

- Demonstrated skills in senior's care, palliative care nursing, and supportive care nursing, advance care planning, community resource knowledge, and collaborative interagency and interdisciplinary care.
- Knowledge and proficiency in current, evidence-based methods and practices of primary care delivery of supportive and palliative care.
- Desire and ability to update palliative care knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences
- Experience in palliative care considered an asset
- Ability to keep confidential all information regarding patients, health care providers, employees, business operations and clinic/team functioning.
- Understanding of privacy and circle of care.
- Professionalism displayed through mannerisms, attire and response to stressful situations
- Organizational ability to prioritize a wide range of job activities with accuracy and speed
- Communication skills which reflect the ability to work well in a team environment while maintaining respect and attentiveness to patients and fellow team members
- Strong interpersonal skills and ability to listen effectively
- Problem solving skills to identify and effectively solve problems and to help patients and team members solve problems
- Time management abilities to effectively set priorities and complete tasks within agreed upon timeframes

Interested candidates should submit a cover letter and résumé to:

*Nicole Bird, Manager of Human Resources & Administration*  
Upper Grand Family Health Team  
Trailside Medical 107-6420 Beatty Line N, Fergus ON N1M 2W3  
[careers@uppergrandfht.org](mailto:careers@uppergrandfht.org)  
Fax: (519) 843-7386



107-6420 Beatty Line North, Fergus, ON N1M 2W3  
Office: 519.843.3947 • Fax: 519.843.7386

*The Upper Grand Family Health Team (UGFHT) is an equal opportunity employer and supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, visible minorities, indigenous peoples and persons with a disability.*

*The UGFHT is committed to providing a barrier-free environment for all our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), and its associated standards and regulations. Accommodation will be provided in all parts of the hiring process as required under The UGFHT's Employment Accommodation policy. Applicants with needs that require accommodation are encouraged to contact our Manager, Human Resources & Administration at (519) 843-3947 extension 100 or [careers@uppergrandfht.org](mailto:careers@uppergrandfht.org).*

*We appreciate the interest of all applicants, however, only those selected for an interview will be contacted.*

**Appendix A**

**Supportive and Palliative Program**

Program Objective																	
<p><b>Improve patient and family quality of life and continuity of care through:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%; text-align: center;">Illness</th> <th style="width: 33%; text-align: center;">End of life</th> <th style="width: 33%; text-align: center;">Bereavement</th> </tr> </thead> <tbody> <tr> <td>Pain and symptom management</td> <td>Pain and symptom management</td> <td>Grief counseling</td> </tr> <tr> <td>Counseling</td> <td>Counseling</td> <td>System navigation for bereavement services</td> </tr> <tr> <td>System navigation</td> <td>Advance care planning</td> <td></td> </tr> <tr> <td>Collaboration with community partners for services</td> <td>Legacy work</td> <td></td> </tr> </tbody> </table>			Illness	End of life	Bereavement	Pain and symptom management	Pain and symptom management	Grief counseling	Counseling	Counseling	System navigation for bereavement services	System navigation	Advance care planning		Collaboration with community partners for services	Legacy work	
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Inclusion Criteria																	
<ul style="list-style-type: none"> <li>• Individuals with a life threatening illness, and their families</li> <li>• Bereaved individuals</li> </ul>																	
Referral																	
Physicians, allied healthcare providers, H&CCSS care coordinators, Groves Memorial Community Hospital																	
Program Resources																	
Palliative nurse specialist 0.9 FTE Palliative social worker/grief counselor 0.7 FTE																	
Core Program Activities																	
<ul style="list-style-type: none"> <li>• Home visits for:               <ul style="list-style-type: none"> <li>○ patient assessments</li> <li>○ pain and symptom management</li> <li>○ physician consultations</li> <li>○ collaboration with community partners for services</li> </ul> </li> <li>• Home and office visits for:               <ul style="list-style-type: none"> <li>○ end of life and bereavement counseling</li> </ul> </li> <li>• Caregiver support group facilitation</li> <li>• Rural residential hospice development</li> </ul>																	