

## Allied Health/ Psychosocial Capability Development

### 1. Purpose

To support the development of a workforce that has core competencies for the delivery of psychosocial, spiritual and cultural aspects of palliative care. The aim of providing patient and families with holistic best practice care. These roles will be aligned to the Poi MDT teams, with an expectation that after the internship programme, practitioners will return to the Primary care sector as palliative care 'champions'.

### 2. Outcomes

- Professions defined within the practice of psycho-social-spiritual-cultural service delivery (Social Workers, Counsellors, Psychologists, Psychotherapists, Physiotherapists, Art/Music Therapists, Massage Therapists, Occupational Therapists, Spiritual Carers etc.) will complete a 6-month internship that aims to:
  - ✓ Develop an understanding of palliative care and hospice philosophy
  - ✓ Understand the concept and complexity of holistic pain and symptom management within Palliative Care for both chronic and malignant conditions
  - ✓ Learn the systems of health care provision and inter-agency relationships (Primary Care GPTs – DNs - DHB- Government and non-governmental social agencies – e.g. NGOs etc.) to develop and strengthen collaboration.
  - ✓ Develop specific psychosocial-spiritual-cultural knowledge in the context of palliative and end of life care in primary health settings.
- Increased workforce capacity in the field of psycho-social, spiritual and cultural delivery of care aimed at providing a palliative approach and enhancing end of life care:
  - ✓ In the immediate term, ensure there is a professional workforce ready to deliver the Poi service outcomes (or fill the gaps as a result) as per the Service Development Plan (SDP) in each locality
  - ✓ In the longer term to ensure that there are established core competencies delivered equally across the region.

### 3. Core competencies

Core competencies for someone participating in the psychosocial internships are:

- A recognised tertiary qualification in a social/allied health care discipline
  - ✓ Strongly desirable to have post-graduate experience in healthcare setting, or be on a pathway towards an appropriate post-graduate qualification.
  - ✓ Have a demonstrated professional development plan for working within palliative care
- A demonstrated passion for palliative/end of life care in the primary care setting
- Compassion for self and for others
- Strong interpersonal skills
- Self-management skills
- Able to work well within a team
- Computer/technology literate
- Be aligned with hospice core values.

## 4. Schedule

Recruitment will require three months (including advertising, interviewing, appointing and successful appointee working out a notice period).

The 6-month full time (or 12-month part time) internship programme will include:

- Hospice Clinical services orientation
- Formal training and education programme
- Mentoring via a clinical work immersion programme (across both community and in-patient services)
- Development of a future plan to connect into Primary Healthcare alongside the Hospice Poi teams (both locally and regionally)
- Regionally agreed advertising processes and position descriptions have been developed
- Local Hospices have agreed to share applicant information with each other if approved by the applicant and deemed to be an appropriate candidate.

## 5. Orientation

The Orientation programme for Allied Health/Psychosocial interns will include the following elements:

- Knowledge and awareness:
  - Knowledge of Poi programme
  - Understanding of planned exit strategy after completion of the internship aligned to strengthening professional Primary health care connections and sector opportunities.
- Understanding of their role and expectations of them:
  - The competencies they are working towards
  - Behavioural and communication expectations with supervisor and Poi teams
  - Working within their own Scope of practice
  - Reflective learning homework
- Skills training:
  - How to maintain records of practical experience against competencies
  - How to get help – know how to proactively engage with the supervisor
  - How to receive constructive feedback
- Ongoing resources:
  - Te Ara Whakapiri
  - Palliative approaches to care.

## 6. Interested in applying?

If you are interested in applying or finding out more information, please contact your local Poi team manager.