**Hospice-Palliative Care**

*This category recognizes a nurse working in hospice-palliative care, and includes nurses working in hospice, skilled nursing/rehabilitation, assisted living, intermediate care, palliative care, or dementia/memory care.*

|  |  |
| --- | --- |
| **Hospice Palliative Care Nursing** | **Score** |
| Criterion #1: **Leadership:*** Acknowledged as a champion of the hospice and palliative care nursing specialty area. Serves as a role model.
* Provides a positive influence through motivating or leading others in organization at all levels.
* Promotes wellness among staff, implements evidence-based practice recruitment and retention initiatives.
* Utilizes change management tools to improve practice standards.
* Participates in departmental or organizational committees.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #2: ***Advocacy:*** * Provides interventions to promote autonomy, empowerment and self-efficacy in clients and families late-in-life and at end-of-life.
* Advocates for a safe environment for the client, self, and co-workers.
* Consistently takes measures to empower and promote self-efficacy among health care team members and clients.
* Promotes research and or scholarly activities for improving patient care and evidence-based nursing practice.
* Volunteers or works with Community Programs or events that promote health and/or well-being. Participates in legislative and /or political arenas to improve health policy.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #3:***Communication and Collaboration:**** Facilitates open communication and psychological safety amongst staff. Creates a high reliability culture of safety.
* Involved in the development of innovative personnel/organizational policies to respond to the demands of these challenging specialties.
* Seeks and maintains a culture of collaboration with client, family/support system and interdisciplinary team.
* Facilitates coordination of care across all health care settings, providers, facilities, community, and agencies.
* Consistently takes the lead in facilitating client meetings involving difficult conversations around prognosis.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #4: **Ethical Practice:*** Practices utilizing hospice and palliative nursing care scope and standards of care, as well as the ANA Code of Ethics.
* Engages in fiscally responsible practice, makes decisions balancing needs and resources to minimize negative impact on client/organization.
* Models accountability and integrity consistently leads the care team in delivery of exceptional care of the hospice/palliative care client.
* Demonstrates cultural competence/Diversity Equity Inclusion and Belonging in the care of patients.
* Ensures patients decisions are carried out through end-of-life decision making tools including advance directives or living will.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Criterion #5: ***Professionalism:*** *Strives for excellence in their nursing practice through:** Obtains or maintains specialty certification in related field.
* Possesses skills, knowledge and attitudes that exemplifies expert care of the physical, psychological, spiritual, and emotional needs of the client.
* Participates in activities to teach, mentor, and coach co-workers (e.g.: orientation) to promote evidenced based practice and quality care for clients.
* Models accountability and integrity consistently leads the care team in delivery of exceptional care of the hospice/palliative care client.
* Actively participates in regional or national specialty groups to present/adopt innovations or quality improvements in the care of hospice/palliative care clients. Exhibits active membership in professional organizations; serve in a volunteer capacity within one of these organizations.
 | 0 |
| 1 |
| 2 |
| 3 |
| 4 |
| 5 |
| Final Score Out of 25 |  |
| **Points** | **Exemplars** |
|  | **Hospice Palliative Care Nursing Category please go through and score each section and follow the rubric below for scoring.**  |
|  0 | Nomination provided no information on this criterion |
| 1 | Nomination describes at least one of these behaviors. |
| 2 | Nomination describes at least two of these behaviors. |
| 3 | Nomination describes at least three of these behaviors |
| 4 | Nomination describes at least four of these behaviors |
| 5 | Nomination describes at least five of these behaviors |

For NH Magazine demonstrations: Nominator must demonstrate how nominee meets each criteria, providing specific examples.