



HOSPICE AFRICA UGANDA

JOB ADVERT

Back ground

Since 1993, Hospice Africa Uganda (HAU) (national organization) has promoted modern methods of pain and symptom control as well as “whole-person” (holistic) care for patients living with cancer and HIV/AIDS. HAU strives to uphold excellent clinical standards and provide quality education courses and advocacy activities to promote spread of palliative care throughout Uganda and Africa. Hospice Africa Uganda *has a* head office in Kampala, site offices in Mbarara and Hoima Districts. HAU wishes to recruit dynamic, skilled, and caring Ugandans committed to palliative care to fill the following positions:

Position: Medical Officer (one post)

Location: Mbarara

Duration: 2 years contract renewable

Reports to: Health Service Manager

Job purpose: To work as part of an interdisciplinary team providing palliative care for patients with emphasis on pain and symptom control with a holistic approach

Academic qualification & Experience

The ideal candidate must possess a degree in Medicine, good communication skills and people management skills

Specific Duties & Responsibilities:

Clinical:

Direct provision of palliative care to patients and families as part of interdisciplinary team

- Examines, assesses and provides appropriate treatment and advice for patients referred to the service - in patients' homes, hospital, at Hospice or during monthly visits.
- Makes referrals to other Health facilities for conditions which may be more appropriately managed elsewhere e.g. provision of ARVs, treatment of cryptococcal meningitis.
- Identifies psychological, social, and spiritual issues confronting ill patients and their families, and offers sensitive support and referral to other services where appropriate.

- Provides information to patients aimed at reducing vulnerability to disease and infection.
- Recognizes and manages “emergencies” e.g. spinal cord compression, superior vena cava obstruction.

Ensure continuity of care for patients

- Maintains excellent communication within the Hospice team and with other services or individuals involved in care.
- Maintains high standard of documentation and record-keeping.

Technical Support:

- Takes part in small research or audit projects concerning the medical or social needs of patients and families, bedside teaching of students on placement at Hospice sites.
- Prepares and presents cases at weekly case conferences and bereavement meetings.
- Prepares and presents suitable journal articles at weekly journal clubs.
- Participates in teaching in a variety of training/educational courses run by Hospice.

Teaching and Development:

- Assists Clinical Director in identifying learning and development needs of the medical teams and liaises closely with the HRM on delivery of these trainings.
- Supports and manages the medical officers in accordance with the existing policies and procedures.
- Participates in the recruitment and induction of the medical teams in accordance to HAU laid down procedures.
- Coaches and mentors the medical teams and resource persons engaged in training.

Advocacy:

- Actively promotes access to comprehensive quality palliative care to people living with HIV/AIDS and cancer and their families

Key Results Areas

- Active participation in teams
- Appropriate reports generated
- Quality care and support to patients

Position: Occupational Therapist (one post)

Location: Kampala (Makindye)

Duration: 2 years contract renewable

Reports to: Health Service Manager

Job purpose: To Provide Occupational Therapy services to palliative care patients and their families.

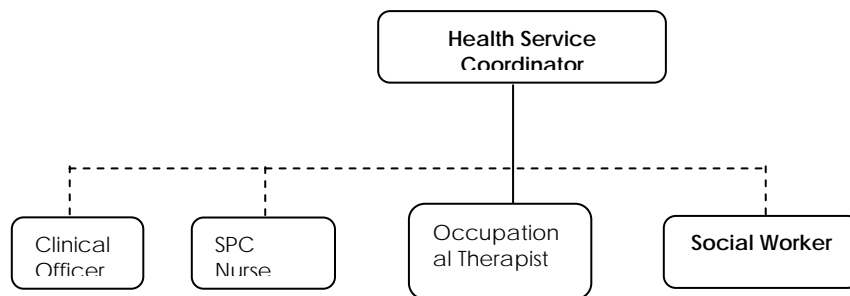
Specific Duties & Responsibilities:

- Provides competent Occupational Therapy services to patients and their families.
- Carries out home assessments
- Prescribes appropriate equipment to patients and makes simple adaptations.
- Keeps clear concise treatment notes of patients seen
- Trains Health and other professionals involved in palliative care.
- Trains patient and family energy conservation techniques.
- Writes monthly, quarterly and annual reports and assists with donor proposal and report writing
- Refers patients to appropriate organizations or sources.
- Trains members of the clinical team on how to handle patients with functional problems.
- Carries out an annual clinical audit of Occupational Therapy patients seen.
- Maintains a database of Occupational Therapy patients seen.
- Liaises with Organizations that can provide support for the patients.

Occasional duties

- Takes part in Day care activities(children and adults)

Staff responsibility:



Key Results Areas

- Patients having an improved quality of life.
- Patients being able to take part in their activities of daily living regardless of life expectancy.

Judgment and Decision-Making

- Makes mature decisions concerning patients, families and team members.
- Able to understand situations and does not pass hurried judgments

Academic qualification & Experience

The ideal candidate must at least possess a Diploma in occupational therapy, registered with allied health professionals' council, holding a current practicing license or member of Uganda association of occupational therapists with at least 1 year of relevant work experience. Palliative care Knowledge and good computer skills will be added advantage

Position: Palliative Care Nurse (one post)

Location: Mbarara

Duration: 2 years contract renewable

Reports to: Health Service Manager

Job Purpose: To provide comprehensive and integrated care for terminally ill cancer/ AIDS patients and their families at Hospice, in Hospital and the community

Academic qualification & Experience:

The ideal candidate must be a comprehensive registered nurse. Additional qualification in palliative care will be added advantage

Specific Duties & Responsibilities:

Patient care

- Plans, organizes, implements and evaluates comprehensive and integrated care for the terminally ill cancer and family in the Hospice, Hospital and community
- Provides supports and counsels the patient and family and other carers
- Gives Holistic care with empathy and understanding
- Liaises with Nurses in the wards and in the community regarding appropriate care for the patients and their families.
- Gives information concerning the disease, medication plus care needed to patients and relatives.
- Responsible for equipment lending service in such a way that they are accessible to patients when ever possible and are returned to Hospice after use.

Administration

- Ensures security of drugs and organizes their administration as required.
- Observes appropriate legal requirements.

- Maintains inventories of equipment lending service in such a way that all are accounted for and replaced when necessary in the most effective way
- Collects in collaboration with the Health Service Manager, essential and mandatory statistic returns and passes them at regular intervals to the clinical Director
- Carries out any other duties delegated by senior staff to facilitate the promotion of Hospice Africa Uganda and its services

Training

- Participates in planning conducting and evaluate training courses for medical, nursing and potential volunteers in this work.
- Constantly disseminates knowledge regarding appropriate care of the terminally ill to other health professionals, volunteers and family members.
- Gives information concerning the disease, medication plus care needed to patients and relatives.
- Cares for and supports patients and teaches them how to care for themselves.
- Assists in building a reservoir of resource persons, materials and audiovisual aids for training in Palliative care.

Liaison

- Liaises with other Nurses in wards and in the community regarding appropriate care for the patients and families.

To apply: Send CV, copies of certificates and cover letter to:

HR & Admin Manager Hospice Africa Uganda P.O. Box 7757 K'la Plot 130 Makindye Rd, opposite ARA or e mail: info@hospiceafrica.or.ug. Deadline for all applications is 19th February 2010. For details about these positions please visit our web site: www.hospiceafrica.or.ug Only short listed candidates will be contacted. HAU is an equal opportunity employer