



**HPC Consultation Services**  
Waterloo Wellington



## Eligibility and Selection Criteria

In order for the Nurse Practitioner (NP), Registered Nurse (RN) or Registered Practical Nurse (RPN) to be eligible to participate in the CAPCE program, the following attributes/experience will be considered:

- A minimum of 1 year experience, (or equivalent as determined by the CAPCE coordination office), caring for people with a progressive, life-limiting illness
- Ability and interest to function as a Resource Nurse, providing primary level support and advanced level knowledge and skills for care team members in his or her organization
- Ability and interest to coach others, facilitate change and be a role model
- Sensitivity to the impact of attitudes, behaviours, life experiences, values, thoughts and feelings on the well-being and quality of life from the perspective of all partners in care
- Ability to listen, learn from others, to question self and others, and identify new approaches
- Ability to solve problems and take action to provide the best care possible
- Ability to learn and develop, both personally and as part of a team and organization
- Ability to engage in self-directed study and independent research using resources such as libraries, the Internet, peers and subject matter experts

To help ensure his or her success, the NP, RN or RPN also requires the following from his/her organization:

- A commitment of those in positions of authority (e.g., Administrators, Directors of Care, Medical Directors) to implement policies, protocols and accountability for pain and symptom management and end-of-life care
- Ongoing support and encouragement from those in leadership positions as well as peers (e.g., support for pain assessment, management and staff education)
- Removal of barriers to learning i.e., work with the most appropriate physician to be a part of the team, scheduling of staff to facilitate attendance at education sessions
- Assistance with the transfer of new skills and knowledge to the work place

Additionally, the NP, RN or RPN must:

- Have access to an Internet-enabled computer
- Have working knowledge of basic computer programs (e.g. Power Point, Word, Internet Explorer)
- Be a part-time or full-time employee currently caring for persons requiring hospice palliative care
- Have completed The Fundamentals of Hospice Palliative Care program (including the Enhanced Modules developed in 2013) or equivalent as determined by the CAPCE Program Team
- Be available to complete all components of the program
- Connect with the CAPCE Coach, throughout the program duration (via teleconference, one-to-one, etc.)