



UNION JOB DESCRIPTION

JD1012

JOB TITLE:	Registered Nurse - NICU	JOB DESCRIPTION NO.:	80187/N.CI.21126.001
CLASSIFICATION:	General Duty Nurse - Intensive Care Unit	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21126
UNION:	BCNU	JOB/CLASS CODE:	SI: 80187 CI: 21126
PROGRAM/DEPARTMENT:	Child, Youth & Family; Child & Youth Acute Services; Neonatal Intensive Care Unit	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA SI: VGH / VIHA CI: (NRGH)		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient safety is a priority and a responsibility shared by everyone at VIHA; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Nurse Manager, Department Head or designate, the Registered Nurse - NICU plans and provides direct nursing care to patients in the hospital in accordance with the unit/program philosophy, competency guidelines, policies, and the BC College of Nurses and Midwives Standards for Nursing Practice in British Columbia.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses, records, and reports the health status of assigned patients to identify and document patient/resident status by performing duties such as:

- Collecting patient data from patient chart and other related patient records, observing patient condition, and conducting physical, emotional and social assessments;
- Collaborating with other members of the nursing team, multi-disciplinary team, community care partners, patient and family;
- Documenting health care status;
- Reporting current status or changes in status to appropriate personnel as required.

2. Collaborates with the nursing team, multi-disciplinary team members, community care partners, and the patient and family to develop and modify a patient care plan, including the flow of care, to address the assessed needs of the individual by:

- Establishing short and long-term health status goals;
- Identifying and prioritizing appropriate nursing actions such as preventative, therapeutic and rehabilitative aspects of care;
- Initiating the discharge planning process.

3. Provides nursing care by performing nursing functions such as:

- Direct nursing care to patients;
- Explaining care plan to patient and family;

- Conducting planned nursing interventions, providing guidance and direction to other unit staff as required;
 - Initiating measures to relieve crisis or emergent situations;
 - Teaching self/home care skills to patient and/or family members.
4. Evaluates patient response to the care by assessing the effect of the nursing interventions as identified in the care plan and modifying interventions as appropriate. Initiates the multidisciplinary team evaluations of patient care, including readiness for discharge.
5. Contributes to the ongoing development of the nursing department and/or the nursing unit by:
- Providing input into the development and/or revision of policies and procedures;
 - Providing input into the development and/or modification of unit-based, departmental and/or community-based programs;
 - Providing input to and participating in quality improvement plans/activities.
6. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant. Graduate of a recognized neo-natal nursing specialty program, or enrollment into specialty training pathway. Current CPR Basic Rescuer. Current Neonatal Resuscitation Program (NRP) certification, or completion of certification within one (1) year of hire. Recent (within the past 2 years) newborn intensive care unit skills; or an equivalent combination of education, training and experience.

Skills And Abilities

- Ability to communicate effectively both verbally and in writing.
- Demonstrated ability to organize assigned workload and set priorities.
- Demonstrated ability to deal effectively with a variety of internal and external contacts, including co-workers, physicians, community agency representatives, patients, residents and families.
- Physical ability to perform the duties of the position.