



## UNION JOB DESCRIPTION

**JD1016**

<b>JOB TITLE:</b>	Nurse Clinician	<b>JOB DESCRIPTION NO.:</b>	80031/N.CI.21002.021
<b>CLASSIFICATION:</b>	Direct Patient Care - Profile Classification - Level 4	<b>GRID/PAY LEVEL:</b>	NL4
<b>COLLECTIVE AGREEMENT:</b>	Nurses Bargaining Association	<b>HSCIS NO.:</b>	21002
<b>UNION:</b>	BCNU	<b>JOB/CLASS CODE:</b>	SI: 80031 CI: 21002
<b>PROGRAM/DEPARTMENT:</b>	Program as Assigned	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Program Manager or designate		
<b>FACILITY/SITE:</b>	Various VIHA Sites		

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), patient & staff 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 Program Manager or designate, participates in developing, implementing and evaluating programs/services in accordance with the Vision and Mission statements of the Vancouver Island Health Authority (VIHA). Utilizing knowledge and clinical expertise in the assigned clinical area, functions as a clinical resource, providing consultation and in-service to nurses, physicians, other program teams, community nurses, and other health care team staff regarding the care and treatment of patients/clients/residents within the specialty area. Supervises staff and assigns work as required. Responsible for patient assessment and the teaching, in-group and individual settings of staff with a variety of health education needs. Travels to other sites throughout the VIHA and other health care provider sites as required. Provides direct patient care, teaching and problem solving.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Acts as a resource person to physicians and nursing staff, either in the hospital or in the community:
  - Utilizes knowledge and clinical expertise in specialty area, provides in-service for nursing staff and other health professionals and health care workers, in hospital, the community, and educational facilities regarding the care and treatment of patients/clients/residents and their families;
  - Develops, recommends and evaluates education materials. Instructs other nursing staff/health care workers in patient care and the use of patient education materials.
  - Trains nursing staff in the care of patients and supports them to meet competency requirements.
  - Participates in specialized programs and outreach education through in-services.
  - Provides direct patient care as required.
  - Participates in the orientation process for new staff
2. Provides Leadership for designated service or specialty area.
  - Supervises staff, and assigns work; authorizes and approves overtime.
  - Provides input into individual performance planning; monitors and evaluates staff performance and provides constructive feedback

- Consults and communicates with Interdisciplinary Team which includes Physicians and other resources.
  - Follows up and contributes to the resolution of risk management issues
  - Provides ongoing coaching and mentoring to facilitate performance improvement and informal opportunities
3. Quality Assurance/Improvement:
- Develops tools, processes and criteria/indicators to continuously evaluate program effectiveness and to identify program development needs, in collaboration with the Program Manager and other team members.
  - In consultation with team members, develops, reviews, revises and updates procedures for the service area, ensuring consistency with applicable standards, VIHA standards and procedures, RNABC Standards of Practice, and best practices/current knowledge
  - Conducts equipment and supply evaluation and makes recommendations according to objective clinical assessment. Responsible for maintaining equipment and instruments in the clinical specialty
4. Administration Support:
- Documents nursing observations and interventions; maintains complete and accurate health records;
  - Collects and reports statistical data;
  - Participates in program activities to promote improvements to patient care, problem solving and safe operation of the program;
  - Assists with other administrative duties as assigned.
5. Clinical Assessment and Support to Patients/clients/residents/families:
- Participates in multidisciplinary clinics for the purposes of ongoing clinical assessment, patient, family education, and support.
  - Utilizes wellness promotion and self management philosophy/principles to support optimal health and informed decision making;
  - Reviews lab work and medications with the patient and other health professionals;
  - Provides ongoing consultation and coordination support to patients/clients/residents/families with other agencies, health professionals and health workers regarding issues related to the patient's disease.
  - Patient Education and Training:
    - Establishes therapeutic relationships with patients/clients/residents and families. Assesses patient/family learning needs, readiness and ability to learn. Provides information, explains, teaches and involves patient/family in the treatment process. Advocates for and facilitates informed choices. Demonstrates self/home care skills;
    - In collaboration with other team members develops, coordinates and conducts orientation/educational/training sessions for purposes of patient/family education.
6. Utilizes computerized system to update and maintain data, to assist in care planning and evaluation.
7. Participates in the preparation of the budget by providing input to manager. Authorizes minor operational expenditures in consultation with Program Manager.
8. Participates in research projects. Presents results of practice-based research at interdisciplinary conferences and to other educators.
9. Performs other related duties as assigned.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

Graduation from a recognized nursing program or evidence of an equivalent combination of education, training and experience. Canadian Nurses Association (CNA) certification for specialty and/or service area required or evidence of

an equivalent combination of education, training and experience. Registration with BC College of Nurses and Midwives as a practicing RN registrant. Minimum of three years recent related experience in area or an equivalent combination of education training and experience.

Renal Transplant positions require three years recent related experience including two (2) years in transplant services. Renal Transplant positions also require current basic Cardiac Life Support certification, Comprehensive knowledge of Nursing Theory and evidence based best practice for organ transplant care, and valid BC driver's license.

### **Skills And Abilities**

- Demonstrated knowledge of the current theories, technologies and practices in the specialty area.
- Demonstrated knowledge of child/adult education principles.
- Ability to communicate effectively both verbally and in writing.
- Ability to work as a member of an interdisciplinary team.
- Ability to organize workload and set priorities.
- Ability to work independently.
- Ability to plan, organize and evaluate patient care.
- Ability to assess learning needs of people throughout the life cycle.
- Ability to teach using child/adult education principles.
- Ability to apply the principles of adult learning in individual and group settings.
- Ability to deal effectively with a variety of internal and external contacts including co-workers, physicians, community agencies, representatives, patients/clients/residents and families.
- Valid Class 5-vehicle license.