



UNION JOB DESCRIPTION

JD109

JOB TITLE:	Licensed Practical Nurse	JOB DESCRIPTION NO.:	20113
CLASSIFICATION:	Licensed Practical Nurse I - Community Care	GRID/PAY LEVEL:	NL1
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	26004
UNION:	BCNU	JOB/CLASS CODE:	20113C
PROGRAM/DEPARTMENT:	Tertiary & Residential Care; MHSU	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA South Island Health Services Delivery Area		

JOB SUMMARY:

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

Under the direction of the program manager or designate and as a member of an interdisciplinary team, performs assessments and nursing procedures, provides support with developing, implementing and evaluating plans to meet the needs of the client. The LPN operates in accordance with the competency guidelines and full scope of practice within the Standards of Practice as outlined by the BC College of Nurses and Midwives and according to agency operating policies and standards and unit specific protocols.

Travel may be a requirement of this position and transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses patient/resident/family's actual and potential strengths and limitations including physiological, psychological, socio-cultural, and spiritual needs. Where appropriate, encourages patient/resident participation in activities of daily living.
2. Provides input regarding clients needs, performance, and progress, and assists the interdisciplinary team with assessing, developing, implementing, and evaluating plans to meet care needs of clients.
3. Performs nursing care and procedures and evaluates outcomes. Administers medications to assigned patients/residents according to unit specific protocols.
4. Assists clients with activities of daily living as required.
5. Observes clients and their environments, and reports unsafe conditions and behavioural, physical and/or cognitive changes to supervisor and team.
6. Provides emotional support and feedback to clients and their families.
7. Documents and updates all relevant information about care and procedures to achieve patient/resident safety and comfort. Completes and maintains related records and documentation such as progress notes, cardex, and client charting.

8. Assists with resident/client admission, discharge and transfer process including initiating and/or completing documentation. Assists in orienting the resident/client to the unit.
9. Accepts, transcribes and processes physician's orders in accordance with established policies and procedures.
10. Answers general inquiries by telephone and in person, and provides direction and routine information about programs and policies.
11. Plans, prepares, and serves meals, and shops for groceries.
12. Performs housekeeping duties such as sweeping and mopping floors, vacuuming, dusting, washing dishes, and laundry.
13. Demonstrates methods and provides information to clients in relation to activities of daily living, housekeeping, meal planning and preparation, and grocery shopping.
14. Assists in the orientation and continuing education of new staff, students and other members of the Health Care Team by sharing information and demonstrating procedures/techniques.
15. Participates in the continuous quality improvement and program evaluation activities, education sessions, team conferences, meetings and committees.
16. Accompanies residents on outings such as medical appointments or shopping.
17. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

- Registration with BC College of Nurses and Midwives as a practicing LPN registrant.
- Completion of additional education as outlined by BCCNM for practice where Mental Health and/or Substance Use are the primary diagnosis.
- Class V BC Driver's License.
- Certificates in CPR, Standard First Aid and Food Safe.
- Recent, related experience of one year working with clients with mental illness.

Skills And Abilities

- Ability to communicate effectively, both verbally and in writing.
- Physical ability to carry out the duties of the position.
- Ability to work independently and in cooperation with others.
- Ability to operate related equipment.
- Ability to organize and prioritize.
- Ability to establish and maintain rapport with clients.
- Ability to observe and recognize changes in clients.
- Ability to manage conflict.