



UNION JOB DESCRIPTION

JD1118

JOB TITLE:	Mental Health Nurse (RN/RPN)	JOB DESCRIPTION NO.:	80164
CLASSIFICATION:	Community Health - Profile Classification - Level 3	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	25001
UNION:	BCNU	JOB/CLASS CODE:	80164
PROGRAM/DEPARTMENT:	Mental Health and Substance Use	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA-SI; Seven Oaks and Glengarry Hospital		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Island Health (Vancouver Island Health Authority), 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 general direction of the Manager or designate, this individual serves as the Mental Health Nurse in a specialized rehabilitation hospital or community MHSU locations. As part of a Multi-Disciplinary Rehabilitation Team, the Mental Health Nurse provides direct nursing care, core mental health services including assessment, treatment, harm reduction information and education, rehabilitation, and support for patients in partnership with client, family and community health care resources. In response to an identified client rehabilitation plan, develops, plans, implements, and maintains a full range of clinical services and client centered rehabilitation programs consistent with current standards of professional practice. Contributes to monitoring and enhancement of the physical site.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Participates as a member of a multi-disciplinary team to plan, develop, implement, support and maintain a full range of clinical services in response to identified patient needs by:
 - Working from a trauma informed lens to provide culturally safe care;
 - Implementing psychosocial rehabilitation/treatment programs with individuals, families and groups;
 - Providing high-quality direct nursing care and therapy to patients including established therapies such as psychotherapy, harm reduction education, behavioural therapy, prescribed psychoactive medications, etc.;
 - Conducting nursing assessments of patients and families relating to various mental health and substance issues through interviews, observation and data collected from other sources;
 - Planning/formulating rehabilitation and treatment programs in collaboration with patient and his/her family, team leader and other multi-disciplinary team members;
 - Evaluating the effect of interventions and therapies on the patient in an ongoing relationship with the patient and family;
 - Investigating concerns expressed by patients/families and developing a plan of action;
 - Recommending changes to, or maintenance of, the rehabilitation or treatment plan in partnership with the client and other team members based on the evaluation;

- Utilizing consensual decision-making, guidance, counseling and negotiation skills;
 - Utilizing resources to maximize productivity and to ensure the consistent delivery of professional services crucial to patient's care and rehabilitation;
 - Contributing to the development of rotations, which provide a safe environment;
 - Assisting the Manager or designate by supporting and guiding and providing direction to other staff by information sharing, demonstrating and/or providing guidance on clinical tasks, consulting with other care staff, reassigning clinical/health related tasks when necessary, and providing verbal input into staff performance when requested. Provides guidance and instruction to staff, residents/clients, and volunteers in areas of professional knowledge.
 - Participating in regular meetings and problem resolution related to service or organization issues;
 - Maintaining comprehensive records by documenting data, assessments, treatment and progress in the patient's medical records according to Mental Health Services policies and procedures;
 - Recording service data, work records and other statistics as required;
 - Participates in the orientation and ongoing education of staff and students by providing information and acting as a preceptor as appropriate. Identifies self-learning needs and takes initiative to attend educational programs to enhance clinical competency.
 - Ensures staff accident and injury and facility incident reports are completed as per guidelines. Conducts investigation of accident/injury /incident and initiates appropriate follow-up actions.
 - Participating in and promoting team functioning and supporting team leadership.
2. Plans, develops and implements individual patient-centered treatment and psychosocial rehabilitation programs by:
- Utilizing the nursing process and partnership approach within the program's philosophy and guidelines;
 - Participating in the development, interpretation and implementation of the program philosophy, goals and objectives through research and participating on committees;
 - Promoting optimal self-responsibility of patients;
 - Eliciting input from, and consulting with, patients, families, significant others and professionals from various fields in all levels of programming and regarding patient care;
 - Maintaining a safe environment by contributing to the development and implementation of policies and procedures such as emergencies, incidents of aggression, control of medication and regarding risk management;
 - Contributing to the development and implementation of the Quality Improvement Program by highlighting areas that need improvement;
 - Implementing standards, which include input from patient, families and service providers to evaluate patient's rehabilitation;
 - Contributing to external and formal evaluation(s) of the program by participating in/assisting with surveys;
 - Implementing evaluation recommendations;
 - Incorporating all areas of life skills into the psychosocial rehabilitation program to provide learning opportunities, such as mealtime.
3. Assists in the coordination and integration of the Program with local agencies by:
- Maintaining links with other community service partners;
 - Providing input to enhance mental health service programs, community resources and services to meet the patients' needs;
 - Participating in the planning of community services for the mentally ill;
 - Developing and fostering effective working relationships with other service partners e.g. Mental Health Centres, hospital, other community agencies, educational institutions, etc.;

- Defining and interpreting the role of the Program locally, e.g. education of neighbours, general public and media as warranted to promote the rehabilitation of patients as required;
 - Investigates complaints/concerns expressed by service partners, the public, and families and takes appropriate action.
4. Contributes to monitoring and enhancement of the physical site to provide a non-restrictive environment by:
- Providing input for improvements in the environment;
 - Conveying feedback from patients and families regarding the physical site;
 - Monitoring safety of buildings, and reporting problems.
5. Other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

A minimum of one year's recent psychiatric nursing experience with adults with a variety of mental disorders, or an equivalent combination of education, training and experience. Registration with BC College of Nurses and Midwives as a practicing RN registrant or a practicing RPN registrant. Current CPR certification required.

Knowledge of Psychosocial Rehabilitation (PSR) model; assessment and treatment and case management methodologies; learning theories of mental disorder and intervention strategies.

Knowledge of relevant mental health and legislation including legal statutory boundaries governing consumer rights.

Skills And Abilities

- Ability to assess, plan, implement and evaluate mental health treatment programs;
- Ability to administer and monitor the side effects of psychotropic medications and to work effectively in a multi-disciplinary team environment;
- Ability to practice initiative, good interpersonal, crisis intervention, leadership and teaching skills and effective communication and counseling with individuals, families and groups;
- Ability to manage aggressive behaviour and to use non-violent crisis intervention and behavioural management techniques where appropriate.
- Travel is a requirement of this position and transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority.