



UNION JOB DESCRIPTION

JD1858

JOB TITLE:	General Duty Nurse	JOB DESCRIPTION NO.:	N.CI.21001.010
CLASSIFICATION:	Direct Patient Care - Profile Classification - Level 3	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21001
UNION:	BCNU	JOB/CLASS CODE:	21001
PROGRAM/DEPARTMENT:	Heart Health & Adult Intensive Care; Emergency Services & Trauma Care; Anaesthesia & Surgical Services; Post Surgical Care; Medicine; Primary Health Care/Chronic Disease; CY&F Health; Seniors; Oceanside Health Centre	BENCHMARKS (If Applicable):	
REPORTING TO:	Patient Care Manager		
FACILITY/SITE:	Nanaimo Regional General Hospital; Oceanside Health Centre; West Coast General Hospital; Cowichan District Hospital; Ladysmith Community Health Centre		

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 supervision of the Care Co-coordinator or the Patient Care Manager, assesses, plans, provides and evaluates nursing care for assigned patients in accordance with established policies, procedures and standards.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assessment

- Develops and implements Nursing Care Plan complementary to multidisciplinary plans of care.
- Plans appropriate patient teaching.
- Anticipates discharge needs and consults others as appropriate.

2. Implementation

- Carries out nursing care using nursing skills and judgement according to hospital standards, including giving prescribed medications, therapeutic treatments and following through on physicians orders.
- Documents the care given and observations made; reports significant changes in patient condition appropriately.
- Carries out teaching where appropriate as part of the care plan.
- Assigns specific tasks to auxiliary staff and supervises work performed.
- Ensures a safe environment for patients and staff by observing universal precautions and infection control procedures, removing obvious hazards, reporting faulty equipment, and adhering to and enforcing rules regarding safety.
- Promotes patient independence and assists, where required, with activities of daily living.

- Complies with new policies, procedures and standards by implementing changes in performance of duties as required.
- Acts as patient advocate.

3. Evaluation

- Evaluates patient care and outcomes, modifying the Nursing Care Plan as appropriate.
- Assists with the Quality Assurance Program by conducting audits, completing appropriate reports, providing feedback, identifying and following up on risk factors.
- Makes recommendations to the Care Co-coordinator or Patient Care Manager for improvements to the unit and its provision of patient care.
- Determines patient classification for workload index measurement by assessing care required.
- Participates in the development of unit and department statement of mission, philosophy, policies, objectives and standards.

4. Communication

- Promotes good public relations and community awareness by effectively communicating with patients, families, and visitors.
- Promotes good interdepartmental relations by effectively communicating with hospital staff and medical staff.

5. Knowledge

- Demonstrates personal initiative in maintaining professional nursing knowledge and skills by participating in relevant educational activities.

6. Student Education

- Serves as a role model for student nurses.
- Participates in clinical supervision and education.

7. Other Duties

- Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant. Basic Life Support, Level C required. Recognized post-basic education required for clinical areas, or an equivalent combination of education and experience. One year's recent related experience.

- Specialty unit nurse positions also require area specific specialty certification for the unit.
- Emergency Room, ICU and Critical Care Relief Pool also require Advanced Cardiac Life Support.
- Critical care and specialty units (i.e. Emergency, ICU, O.R., P.A.R., Obstetrics, Paediatrics, Psychiatry) require two years' recent related experience.

Skills And Abilities

- Ability to apply the nursing process effectively in a well-organized manner to the care of assigned patients.
- Physical ability to perform the duties of the position.
- Ability to communicate effectively both verbally and in writing.

- Ability to remain calm and to act appropriately in stressful and emergency situations.