



UNION JOB DESCRIPTION

JD1925

JOB TITLE:	Clinical Nurse Leader - CY&F Health/CYFMHSU	JOB DESCRIPTION NO.:	N.CI.25002.008 / 80223
CLASSIFICATION:	Community Health - Profile Classification - Level 4	GRID/PAY LEVEL:	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	25002
UNION:	BCNU	JOB/CLASS CODE:	25002
PROGRAM/DEPARTMENT:	Child, Youth & Family Health; Child, Youth & Family Mental Health & Substance Use	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager		
FACILITY/SITE:	VIHA South Island Health Services Delivery Area; Central 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.

Working in a community setting, the Public Health/CYFMHSU Clinical Nurse Leader provides leadership in the day-to-day operations of an assigned unit/service area, and participates in developing, implementing and evaluating CYFMHSU/Public Health programs/services. 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 clients/residents within the specialty area. Supervises staff and assigns work as required. Provides leadership and functions as a role model and coach to assist staff with professional development and achievement of unit/service goals. Contributes to the monitoring and development of the operating plan. Provides leadership within the unit/service for quality and risk management activities. Travels to other sites throughout the VIHA and other health care provider sites as required. Provides direct client care, teaching and problem solving.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Provides Leadership

- Supervises staff and assigns work.
- Supports the orientation process for new staff.
- Promotes a supportive, collaborative environment for all staff using a team approach.
- Facilitates the implementation of program, organizational and professional standards.
- Demonstrates the ability to facilitate change.
- Ensures a model of care exists for a unit/service area.
- Participates in program/organizational committees as required.
- Facilitates the achievement of program goals.
- Models conflict resolution skills.

- Mediates and negotiates issues that arise within the unit of department.
- Serves as a professional role model.
- Provides formal and informal input into individual performance planning; monitors and evaluates staff performance and provides constructive feedback through formal and informal opportunities.
- Provides ongoing coaching and mentoring to facilitate performance improvement and the achievement of individual objectives.
- Works with the Manager to manage individual performance involving corrective action or discipline.
- Consults and communicates with interdisciplinary team.
- Follows up and contributes to the resolution of risk management issues.
- Assists in recruiting staff, provides input into hiring decisions; and may sit on selection panels.

2. Coordinates patient care delivery:

- Contributes to the development of unit/service specific policies and procedures and standards for care, and recommends revisions as necessary;
- Coordinates patient flow in consultation with interdisciplinary team members and appropriate unit, department, or outside institutions/agencies;
- Collaborates with the interdisciplinary team and/or others to ensure timely services to patients/clients and appropriate utilization of services.
- Attends and/or facilitates team and interdisciplinary meetings;
- Assesses daily staffing needs based on planned patient services and priorities and ensures appropriate resources are available to meet patient care requirements;
- Develops and/or approves the final schedule for nursing staff. Ensures that self-scheduling processes support patient/client care needs and comply with self-scheduling guidelines;
- Ensures completion of staff assignments, consulting as necessary and revising according to activity and staff changes;
- Provides support to staff in planning and prioritizing patient care delivery;
- May act as initial support person for families in crisis. Acts as contact for patients and families in conflict situations;
- Ensures continuity of care;
- Addresses intra-unit coordination and operational issues that may arise.

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 Manager and other team members.
- Develops, reviews, revises, and updates the standards and procedures ensuring consistency with applicable standards, VIHA standards and procedures, BC College of Nurses and Midwives Standards of Practice, and best practices/current knowledge. Members of the multi-disciplinary team may have input in this process.
- Conducts equipment and biological supply evaluation and makes recommendations according to objective clinical assessment. Responsible for maintaining equipment in the clinical specialty.
- Responsible for ensuring efficient and effective inventory and purchasing processes as well as the identification and follow-up of maintenance issues.
- Maintains immunization rates to VIHA and BCCDC standards through the Immunization Audit Program.
- Promotes and facilitates a safe and therapeutic environment for the provision of care.
- Addresses and documents any risk management and quality issues as they arise.

- Follows up and contributes to the resolution of risk management issues.
- Identifies and follows up on opportunities for continuous quality improvement.
- Participates in quality improvement initiatives.
- Takes leadership role, in collaboration with the Manager, for initiation and follow-up of Critical Occurrences and in emergency measures situations.
- Participates in the preparation of the budget by providing input to manager. Authorizes minor operational expenditures.

4. Administration Support:

- Documents nursing observations and interventions; maintains complete and accurate health records.
- Collects and reports statistical data.
- Utilizes computerized system to update and maintain data, to assist in care planning and evaluation
- Participates in program activities to promote improvements to client care, problem solving and safe operation of the program.
- Assists with other administrative duties as assigned.

5. Clinical Assessment and Support to Clients/Residents/Families:

- Participates in multidisciplinary clinics for the purposes of ongoing clinical assessment, client, 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 client and other health professionals;
- Provides ongoing consultation and coordination support to clients/residents/families with other agencies, health professionals and health workers regarding issues related to the client's condition.

6. Client Education and Training:

- Establishes therapeutic relationships with clients/residents and families. Assesses client/family learning needs, readiness and ability to learn. Provides information, explains, teaches and involves client/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 client/family education.
- Participates in research projects. Presents results of practice-based research at interdisciplinary conferences and to other educators.

7. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Graduation from a recognized nursing program. Registration with BC College of Nurses and Midwives as a practicing RN registrant. Three (3) to five (5) years recent, related experience, including two (2) years in Public Health Nursing or mental health and substance use nursing.

Skills And Abilities

- Demonstrated knowledge of the current theories, technologies and practices in Public Health Nursing.
- Demonstrated knowledge of child/adult education principles.

- Ability to apply the principles of adult learning in individual and group settings.
- 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 client care programs.
- Ability to assess learning needs of people throughout the life cycle.
- Ability to supervise others.
- Ability to organize, coordinate and prioritize own work and that of others.
- Ability to use a collaborative approach to problem solving.
- Ability to effectively employ human relation skills including conflict resolution.
- Contributes to the professional and the organizational vision as it pertains to clinical practice and patient care.
- Demonstrated critical thinking and problem solving skills.
- Demonstrated commitment to collaborative practice and life-long learning.
- Ability to operate related equipment.
- Physical ability to perform the duties of the position.
- Possesses a valid Class 5 driver's license
- Travel is a requirement for this job. Transportation arrangements must meet the operational requirements of Vancouver Island Health Authority.