



UNION JOB DESCRIPTION

JD1937

JOB TITLE:	Staff Nurse	JOB DESCRIPTION NO.:	N.NI.21001.015
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:	Community Hospital, Rural Medicine	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager		
FACILITY/SITE:	North Island Hospital (Campbell River & District; Comox Valley Campus); VIHA-CI Cowichan District Hospital (CDH)		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient 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.

Within the framework of hospital and nursing department philosophy, mission and standards, the BC College of Nurses and Midwives Standards for Nursing Practice, and the Canadian Nurses Association (CNA) Code of Ethics for Nursing, the Staff Nurse provides professional nursing care to clients as a member of a multidisciplinary team, is responsible and accountable for coordinating and administering direct client care utilizing the nursing process, provides direction to auxiliary personnel and staff, and responds to emergency situations to safeguard clients, visitors and staff

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Collects data using a systematic nursing assessment of client needs using skills of observation, communication, and physical assessment; states nursing diagnoses in a standardized format; develops a plan of care and teaching, setting priorities to address nursing diagnoses and that reflect the expectations of the client/caregiver.
2. Implements, in accordance with policies, procedures and care standards, a plan of care which is based on collected data and current care standards.
3. Shares nursing knowledge and skills with colleagues, clients and caregivers. Preceptors students as required and participates in the orientation and mentoring of new staff.
4. Promotes independence and decision-making by clients by including the client in care planning, priority setting, and care activities. Continually evaluates the client's response and modifies objectives and priorities to achieve optimal health.
5. Anticipates discharge needs and coordinates plans for discharge with client, family/caregiver(s), other disciplines, and related community agencies to achieve continuity of care and efficient bed utilization.
6. Documents and reports in accordance with hospital policy and nursing standards.7. Informs other disciplines of current relevant data appropriate to their role in client care.
7. Processes and implement physician orders, identifying and seeking clarification as necessary. Exercises judgment in assuming or performing delegated tasks or functions.

8. Protects and secures all client records and supplementary related documents by policing access and maintaining appropriate disposition of the documents/information to protect the confidentiality rights of the client.
9. Coordinates the multidisciplinary team by delegating tasks and activities and provides guidance to other members of the nursing team so that effective, caring health service is provided. Identifies staff and material resources required to maintain a safe, comfortable and therapeutic environment for clients, visitors, and staff. Uses resources in a cost-effective way.
10. Evaluates the client's response to the care provided by reassessing subjective and objective symptoms and self-care abilities, by noting critical lab values or significant changes in client condition and reporting same to the physician, by participating in quality assurance auditing programs, then subsequently revising the plan of care or clinical protocols so that the client achieves maximum self-care abilities and homeostasis.
11. Initiates, maintains and concludes a professional relationship with clients and colleagues using channels to communicate and resolve conflict.
12. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant.

- General duty staff nurse positions also require Basic Life Support, Level C. Post-basic education for clinical areas, and up to one (1) year of recent related experience; or an equivalent combination of education, training and experience.
- Specialty unit nurse positions, such as Operating Room, Post Anesthetic Recovery, Obstetrics, Paediatrics, and Psychiatry, also require specialty certification for the unit. Up to two (2) years of recent related experience or an equivalent combination of education, training and experience.
- Critical Care, Emergency and Intensive Care nurse positions also require Advanced Cardiac Life Support and specialty certification. Up to two (2) years of recent related experience or an equivalent combination of education, training and 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.