



## UNION JOB DESCRIPTION

**JD1962**

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| <b>JOB TITLE:</b>            | Indigenous Health Liaison Nurse                               | <b>JOB DESCRIPTION NO.:</b>        | N.NI.25001.008 |
| <b>CLASSIFICATION:</b>       | Community Health - Profile Classification - Level 3           | <b>GRID/PAY LEVEL:</b>             | NL3            |
| <b>COLLECTIVE AGREEMENT:</b> | Nurses Bargaining Association                                 | <b>HSCIS NO.:</b>                  | 25001          |
| <b>UNION:</b>                | BCNU  | <b>JOB/CLASS CODE:</b>             | 25001          |
| <b>PROGRAM/DEPARTMENT:</b>   | Indigenous Health   | <b>BENCHMARKS (If Applicable):</b> |                |
| <b>REPORTING TO:</b>         | Regional Manager, Indigenous Health                           |                                    |                |
| <b>FACILITY/SITE:</b>        | South, Central and North 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 & 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 Regional Manager Indigenous Health, the Indigenous Health Liaison Nurse plans, organizes, implements, and evaluates nursing care for Indigenous clients with chronic, acute, palliative, or rehabilitative health care needs in community and hospital settings. Nursing care includes assessments, direct nursing care, case management, health teaching to clients, support, consultation, liaison, and referral while functioning as a member of a multidisciplinary team. The incumbent ensures that client self-care and independence is maintained and participates in the administration of all Acts and regulations applicable to nursing functions.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Act as an Indigenous Health liaison for clients, their families, health care professionals and community agencies to enhance service delivery:
  - In consultation with the client, family and health care professionals, develop a care plan and forward necessary information to appropriate community services/agencies;
  - Conduct client assessments to include evaluation of emotional, physical, spiritual and mental status of the client using information from all available sources;
  - Clarify client and family expectations and act as a client advocate;
  - Participate in the multidisciplinary team for Indigenous Health;
  - Identify clients (as referred by other hospital staff, community members, community agencies, etc.) and refer clients for eligibility to appropriate services;
  - Inform hospital staff and Community Health staff of any pertinent changes in the area of Indigenous Health's responsibilities;
  - Communicate with and obtain assistance from appropriate community agencies to ensure the best possible care for clients and families after discharge from hospital;
  - Assist the Regional Manager by providing input into developing culturally relevant health care counselling material and initiatives;

2. Act in public relations capacity representing Indigenous Health to medical staff and hospital and clients, their families and community agencies and their staff.

- Maintain up-to-date knowledge of issues and professional skills in the area of Indigenous Health in order to promote understanding and utilization of health programs and services;
- Following the direction of the Manager, provides collegial sharing of information to staff for the purposes of enhancing the understanding of Indigenous cultures and health beliefs;
- Inform hospital staff as directed by the Manager of services available in the community for Indigenous people;
- Emphasize the use of community resources as an alternate to hospital admission or readmission;
- Participate in committees that integrate Indigenous Health and hospital and community programs by providing input and addressing Indigenous Health Issues.

3. Assist with orientation of staff in the Program Area:

- Participate in the orientation of new staff and other health professionals by providing information about Indigenous Health Services.

4. Maintain a variety of clinical and statistical records and participate in research projects:

- Collect data to enable the Regional Manager to monitor trends and make workload adjustments and plan programming as indicated;
- Provide input into the implementation and evaluation of projects;
- Use research/evaluation to provide input to improve program efficiency and effectiveness.

5. Participate in the Disaster Plan by providing nursing services in the event of an emergency as identified in the Plan.

6. Perform other related duties as required.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

- Registration with BC College of Nurses and Midwives as a practicing RN/RPN registrant.
- Valid BC Driver's License.
- Demonstrate basic knowledge of Community Health & Long-Term Care Services within respective geography available for Indigenous clients.
- Knowledge of the significance of culture in relation to individual, family, and community health services.
- Demonstrate a basic knowledge of health and wellness services available on Vancouver Island for Indigenous patients (First Nation, Métis, Inuit).
- Demonstrates an understanding of Canadian colonization, Indigenous specific racism and its impact on the current health and wellness of Indigenous peoples.
- Knowledge of Indigenous Identify Groups in Canada and the significance of place of residence for Indigenous individuals in relation to access to health programs and services.
- Knowledge of the significance to provision of culturally safe health care engagements and environments for Indigenous peoples.

A minimum of two years of experience working within and with Indigenous communities, which can be demonstrated by meeting two or more of the following:

7. Experience working collaboratively with and/or within Indigenous health and wellness organizations, through the provision of nursing services to Indigenous individuals and families;

8. Experience with the delivery of a health service/program/project which is inclusive of Indigenous teachings, knowledge or cultural practice;

9. RN providing Nursing care in the following areas: Medical/Surgical/Gerontological.

### **Skills And Abilities**

- Ability to use the nursing process and teaching skills.
- Ability to work effectively within a multi-disciplinary team.
- Ability to communicate effectively both verbally and in writing.
- Ability to adapt and accept change as the program evolves.
- Ability to utilize independence and initiative to plan and organize work and establish priorities.