UNION JOB DESCRIPTION

JD2819

JOB TITLE:	Clinical Nurse Leader Long-Term Care (RN/RPN)	**JOB DESCRIPTION NO.:**	80190/N.VI.21002.002
CLASSIFICATION:	Direct Patient Care - Profile Classification - Level 4	**GRID/PAY LEVEL:**	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	**HSCIS NO.:**	21002
UNION:	BCNU; HSA	**JOB/CLASS CODE:**	21002
PROGRAM/DEPARTMENT:	Long-Term Care	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	All VIHA-Long-Term Care Sites: Aberdeen; Glengarry; Gorge Road Hospital, Priory (Hiscock & Heritage Woods); Saanich Peninsula Hospital; Cairnsmore Place; Chemainus Health Care Centre; Eagle Park; Cormorant Island Health Centre; Cumberland Lodge; Dufferin Place; The Summit at Quadra Village; Trillium Lodge; Yucalta Lodge; RCS Brentwood House LTC; RCS Sluggett House LTC BCNU-RPN: Long-Term Care Sites: Aberdeen; Glengarry; Priory (Hiscock & Heritage Woods); The Summit at Quadra Village; Saanich Peninsula Hospital; Chemainus Health Care Centre; Eagle Park; Cormorant Island Health Centre; Cumberland Lodge; Dufferin Place; Yucalta Lodge; RCS Brentwood House LTC; RCS Sluggett House LTC HSA-RPN: Long-Term Care Sites: Trillium Lodge; Cairnsmore Place; Gorge Road 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.

Reporting to the Manager, the Clinical Nurse Leader - Long-Term Care provides leadership in the day-to-day operations of an assigned unit/service area.

Providing leadership to the multi-disciplinary team, this position coordinates and facilitates daily clinical activities, ensuring effective use of resources.

Acts as the communication liaison between members of the multi-disciplinary team, as well as other health care professionals and administrative personnel outside the unit/service.

Supervises staff, 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.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Provides leadership in day-to-day operations:
    - Supervises staff, and assigns work;
    - Provides input to Manager for individual performance planning and feedback sessions; monitors and evaluates staff performance and provides constructive feedback through informal opportunities;
    - Provides ongoing coaching and mentoring to facilitate performance improvement and the achievement of individual objectives;
    - Mentors, coaches and directs staff in the performance of specialized programs in consultation with Clinical Nurse Specialists (CNS), Clinical Educators, Therapy staff (OT, PT), Social Worker and other team members. Provides material on correct procedures; directs staff and demonstrates techniques.
    - Works with the Manager to support individual performance involving corrective action;
    - Assists in recruiting staff, provides input into hiring decisions; and may sit on selection panels; Participates in the unit/department orientation for new staff.
    - Utilizes knowledge and clinical expertise in specialty area by being a resource person to physicians and nursing staff, provides support to staff on the use of education materials, adherence to policies, and nursing skill development;
    - Promotes and supports student learning within the facility.
2. Coordinates patient care delivery:
    - Contributes to the development of consistent guidelines, procedures/standards in support of resident care at both the program and facility level.
    - Coordinates patient flow in consultation with interdisciplinary team members Collaborates others to ensure timely admission and discharge of patients/clients/residents and appropriate utilization of beds/services;
    - Attends and/or facilitates and interdisciplinary rounds;
    - Assesses daily staffing needs based on planned patient activity and acuity and ensures appropriate resources are available to meet patient care requirements;
    - In collaboration with the manager, ensures appropriate resources are available to meet resident care requirements based on planned resident activity and acuity
    - Maintains a current knowledge of clinical practice in order to provide leadership to the team;
    - Provides support to staff in planning and prioritizing patient care delivery;
    - Acts as initial contact for resident and family Addresses intra-unit coordination and operational issues that may arise.
3. Provides leadership:
    - Facilitates the implementation of program, organizational and professional standards at the facility level.
    - Promotes a supportive, collaborative environment for all staff using a team approach.
    - Demonstrates effective change management skills.
    - Participates in program/organizational committees as required.
    - Facilitates the achievement of program goals and system wide initiatives.
    - Models conflict resolution skills.
    - Mediates and negotiates issues that arise within the unit facility.

      Carries out a variety of leadership functions such as team building and coaching designed to promote quality resident

- care and enhance individual and staff morale;
- Serves as a professional role model.

4. Authorizes and approves overtime and minor operational expenditures; participates in the review and assessment of the unit's operational performance; and participates in the operating planning process for the service/unit.

5. Participates in the evaluation of equipment, products and supplies; and is responsible for ensuring efficient and effective inventory and purchasing processes, as well as the identification and follow-up of maintenance issues.

6. Provides leadership within the unit/service for Quality and Risk Management:

- Promotes and facilitates a safe and therapeutic environment for the provision of care;
- Identifies, documents and follows up on safety and quality issues as they arise;
- Assesses safety, quality, risk management issues and refers to Manager and other VIHA resources as appropriate (Patient Care Quality office (PCQO), Risk management, Wellness and Safety etc.).
- Identifies and follows up on opportunities for continuous quality improvement;
- Takes a leadership role in developing and implementing quality improvement initiatives;
- Provides unit leadership for the Accreditation process
- In collaboration with the Manager, provides leadership during and following Critical Incidents and in emergency situations.

7. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

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

Graduation from a recognized nursing program with Gerontology certification or evidence of an equivalent combination of education, training and experience.

Minimum of three-five years recent related experience in long-term care

Skills And Abilities

- Strong interpersonal and leadership skills.
- Ability to supervise.
- Ability to provide direct patient care when and if needed.
- Ability to organize, coordinate, and prioritize own work and that of others.
- Ability to use a collaborative approach to problem solving supported by a systems approach.
- Ability to effectively employ human relation skills including conflict resolution.
- 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.
- Contributes to the professional and the organizational vision as it pertains to clinical practice and patient care.
- Current CPR level C.
- Familiar with MS Outlook, MS word,

- Basic keyboarding skills.