



UNION JOB DESCRIPTION

JD2881

JOB TITLE:	Seniors Nurse Clinician	JOB DESCRIPTION NO.:	N.VI.21002.003 / 80177
CLASSIFICATION:	Direct Patient Care - Profile Classification - Level 4	GRID/PAY LEVEL:	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21002
UNION:	BCNU	JOB/CLASS CODE:	CINI: 21002; SI: 80177
PROGRAM/DEPARTMENT:	Mental Health & Addictions; Community Health Services-Seniors Health	BENCHMARKS (If Applicable):	
REPORTING TO:	Program Manager or designate		
FACILITY/SITE:	SI: VGH, RJH, SPH / CINI: CDH, NRGH, WCGH, CRH, CVH		

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.

Reporting to the Program Manager or designate, utilizes knowledge and clinical expertise in the assigned clinical area, functions as a clinical resource, providing consultation as well as formal and informal education to nurses, physicians, other program teams, community nurses, and other health care team staff regarding the care and treatment of patients/clients/residents within the specialty area. Participates in developing, implementing and evaluating programs/services in accordance with the Vision and Mission statements of the Vancouver Island Health Authority (VIHA). Leads staff and assigns work as required. Responsible for patient assessment and education. Provides direct patient care, collaboration, and consultation to develop capacity to care for the patient in place.. Travels to other sites throughout the VIHA and other health care provider sites as required.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Acts as a an educator and resource to the health care service providers, either in the hospital or in the community:
 - Utilizes knowledge and clinical expertise in specialty area, provides in-service for nursing staff and other health professionals and health care workers, in hospital, the community, and educational facilities regarding the care and treatment of patients/clients/residents and their families;
 - Develops, recommends and evaluates education materials. Instructs other nursing staff/health care workers in patient care and the use of patient education materials.
 - Trains nursing staff in the care of patients and supports them to meet competency requirements.
 - Participates in specialized programs and outreach education through in-services.
 - Provides direct patient care as required.
 - Provides mentorship, training and orientation to undergraduate and new graduate Nurses.
 - Participates in the orientation process for new staff
2. Clinical Assessment and Support to Patients/clients/residents/families:

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

4. Provides Leadership for designated service or specialty area.

5. Leads staff and assigns work as required.

- Intervenes in care and ensures competency in practice
- Consults and communicates with Interdisciplinary Team which includes Physicians and other resources.
- Follows up and contributes to the resolution of risk management issues
- Provides ongoing coaching and mentoring to facilitate performance improvement using informal opportunities to improve practice

6. Patient Education and Training:

- Establishes therapeutic relationships with patients/clients/residents and families.
- Assesses patient/family learning needs, readiness and ability to learn.
- Provides information, explains, teaches and involves patient/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 patient/family education.

7. Quality Assurance/Improvement:

8. Develops tools, processes and criteria/indicators to continuously evaluate program effectiveness and to identify program development needs, in collaboration with the Program Manager and other team members.

- In consultation with team members, develops, reviews, revises and updates procedures for the service area, ensuring consistency with applicable standards, VIHA standards and procedures, BC College of Nurses and Midwives Standards of Practice, and best practices/evidence
- Conducts equipment and supply evaluation and makes recommendations according to objective clinical assessment. Responsible for maintaining equipment and instruments in the clinical specialty

9. Utilizes computerized programs and accesses computer information for research, data collection, word processing, data analysis, care/treatment planning, education, and evaluation.

10. Administration Support:

- Documents nursing observations and interventions; maintains complete and accurate health records;
- Collects and reports statistical data;
- Participates in program activities to promote improvements to patient care, problem solving and safe operation of the program;
- Assists with other administrative duties as assigned.

11. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Graduation from a recognized nursing program with Canadian Nurses Association (CNA) certification for specialty and/or service area; or

Minimum of three years recent related experience in geriatrics and a working knowledge of geriatric mental health and addictions; or

An equivalent combination of education, training and experience.

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

Skills And Abilities

- Demonstrated leadership skills and ability to work independently.
- Demonstrated knowledge of the current theories, technologies and practices in the specialty area including geriatric assessment.
- 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 plan, organize and evaluate patient care.
- Demonstrated knowledge of adult learning principles.
- Ability to assess learning needs of people throughout the life cycle.
- Ability to apply the principles of adult learning in individual and group settings.
- Ability to deal effectively with a variety of internal and external contacts including co-workers, physicians, community agencies, representatives, patients/clients/residents and families.
- Valid Class 5 vehicle license.