UNION JOB DESCRIPTION

JD2918

JOB TITLE:	MHSU Services Nurse (RN/RPN)	**JOB DESCRIPTION NO.:**	N.CI.25001.025
CLASSIFICATION:	Community Health - Profile Classification - Level 3	**GRID/PAY LEVEL:**	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	**HSCIS NO.:**	25001
UNION:	BCNU	**JOB/CLASS CODE:**	25001
PROGRAM/DEPARTMENT:	Mental Health and Substance Use	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager		
FACILITY/SITE:	VIHA: Central Island Health Services Delivery Area		

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.

Working in the community setting as a member of a multidisciplinary and interagency care team, the Mental Health and Substance Use Services Nurse provides intake, nursing and clinical assessments, intervention, treatment, consultation and referral for clients experiencing mental health and/or alcohol and drug use problems and their caregivers/families. Services are provided directly by the Health Outreach Program, or in other community settings including, as appropriate, the patient's home. The role will have a specific focus on liaison with First Nations communities, providing information and providing the full range of MHSU services.

Travel to local First Nations communities is a requirement of this position, and Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. As a member of the multidisciplinary/interagency care team, provides clinical services in the community setting by:
   - Screening referrals assessing client needs;
   - Completing as required mental health and/or alcohol and drug use assessments;
   - Ensuring all clients have a plan of care/treatment developed in partnership and coordinated with the client and caregiver/family and the multidisciplinary/interagency team;
   - Utilizing a variety of care/treatment modalities for individuals, groups and families;
   - Promoting and facilitating client independence, by modeling, counseling and teaching life skills;
   - Acting as client advocate;
   - Providing medication management, which may include administering medication, monitoring/assessing client response to medication, providing education to client and/or caregivers/family regarding medication;
   - Performing the function of coordinating client care;
   - Providing culturally sensitive care and services;
   - Documenting observations, interventions and treatment outcomes in client records;

- Reviewing client records to monitor and evaluate care/treatment outcomes; and
- Maintaining required statistical documentation.

2. Provides services that are continuous in all phases of mental health and/or alcohol and drug services care and support by:

- Participating in facility discharge planning as required for the purpose of compiling joint assessments and planning care/treatment for inpatient and community clients;
- Assisting other care providers on the multidisciplinary/interagency team by providing input and feedback;
- Attending at various sites in the community, including private homes; and
- Developing community support components to care/treatment plans that maximize the client's inclusion in the life of the community in collaboration with client, family, contracted support services, community agencies, and other sources of support for the client.

3. Works with local First Nations communities to identify gaps in MHAS services, and opportunities for service provision and collaboration. Works with local First Nations service providers to provide information on the scope of services, and facilitate referrals.

4. Carries out quality assurance activities and projects, analyzing and acting upon information received through incident reports, evaluations and other data, including collecting and compiling statistical data for research and evaluation purposes and contributing to the development of outcome measures for Mental Health - Alcohol & Drug Services.

5. Ensures a safe and healthy working environment by observing universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries and near misses; and adhering to and enforcing rules regarding safety.

6. Communicates and shares information with community agencies and the public about mental illness and mental health and/or alcohol and drug services, promoting good public relations and facilitating an efficient and cooperative relationship.

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. Recognized post basic education related to psychiatric nursing, Substance Use, Harm Reduction, and/or mental illness.

Two (2) years recent related experience. An understanding of mental health and/or alcohol and drug addiction issues, substance misuse assessments, treatment methodologies, intervention strategies, the change process, and community dynamics.

Experience in working in a community setting providing detached/outreach services, working with at risk clients including sex trade workers, street involved populations. Knowledge of approaches to management and care of clients affected or at risk of HIV, TB, Hepatitis C and other blood borne diseases. Knowledge of Indigenous Health approaches, protocol and cultural issues. Knowledge of applicable legislation, such as the Mental Health Act and the Child Protection legislation. Knowledge of available programs, their interrelationships, and their function in delivering care in the community to persons with mental illnesses; or an equivalent combination of education, training and experience.

Skills And Abilities

- Working knowledge of chemical dependency, including the pathophysiology of substance abuse and withdrawal.
- Working knowledge of the bio-psychosocial spiritual model of care and best practices for co-occurring disorders.
- Working knowledge of community resources.

- Ability to work with seriously addicted and mentally ill clients and their families.
- Ability to communicate effectively, both verbally and in writing.
- Ability to exercise critical thinking skills to analyze and resolve problems.
- Ability to work independently, organize workload, and establish and carry out priorities.
- Ability to facilitate groups and demonstrate leadership through teaching, coaching and mentoring.
- Demonstrated ability to work as part of an inter-disciplinary team.
- Demonstrated ability to deal effectively with internal and external contacts including community and facility contacts, staff, physicians, clients, families, agencies.
- Ability to tolerate stress and deal with a wide range of medical, mental health, behavioral and emotional issues.
- Physical ability to perform the duties of the position.
- Ability to operate related equipment; basic computer skills.
- Sound organizational, problem solving and teaching skills.
- Sound judgment, good observation and client assessment skills, tact and empathy.
- Foster good public relations.
- Maintain a commitment to continued professional development as required by the employer.
- Valid BC Driver's License.