UNION JOB DESCRIPTION

JD3146

JOB TITLE:	Clinical Resource Nurse	**JOB DESCRIPTION NO.:**	80224
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:**	80224
PROGRAM/DEPARTMENT:	Surgical Services; Inpatient and Ambulatory Care; IV Therapy; Rural and Remote Services	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	Victoria General Hospital; Royal Jubilee Hospital; Tofino General Hospital; Port Hardy Hospital; Port McNeill Hospital; Cormorant Island Health Centre; Lady Minto Gulf Islands Hospital		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), patient 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 or designate, the Clinical Resource Nurse provides clinical support in strengthening clinical practice and staff competency and education, promoting standardized evidence-informed care, and enhancing quality and patient safety across main acute care facilities and rural and remote portfolios within IV Therapy, Emergency, Inpatient Services, Ambulatory Care and Long-Term Care. The position advises and teaches nursing staff, other health care professionals and community agencies in nursing practice; delivers nursing training and education to staff, including compiling course content and organizing and modifying programs; and assists in the development and monitoring of a program or a service in support of patient/resident care. Assists with quality improvement projects.

Travel is a requirement of this position and transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment, as the incumbent must be able to operate a motor vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Delivers nursing training/education to staff, including compiling course content and organizing and modifying programs by performing duties such as:
    - Observing and evaluating clinical practice to determine staff education needs;
    - Developing and revising competency tools for clinical nursing skills;
    - Developing nursing education programs, as approved by the Manager, based on the learning needs of staff; implementing and evaluating staff orientation and in-service programs;
    - Monitoring clinical practice skills and providing individual instruction as necessary following education programs;
    - Participating in programs for specialized nursing skills and transfer of function within their area of clinical expertise; certifies staff in transfer of function activities;
    - Contributing to performance appraisal of staff.
2. Provides leadership in the education of patients and their families by:
    - Working closely with members of other health disciplines and physicians in coordinating patient education;

- Developing, implementing and evaluating teaching programs and materials for groups of patients and individual patients;
- Serving as a resource person to the nurse to support their role in teaching the patient.

3. Acts as a resource to staff, other health care professionals, and community agencies by performing duties such as:
   - Advising/teaching nursing staff, other health care professionals and community groups in nursing practice based on specialized theory and practice;
   - Assisting nursing staff to incorporate research based practice into nursing practice;
   - Intervening in direct patient/resident care to assist/coach nurses with clinical problem solving for complex patients;
   - Providing relevant information about patient care programs to families, staff, physicians and community agencies.
4. Assists the Manager responsible for the program to develop and monitor new programs or services in support of patient/resident care by performing duties such as:
   - Participating in the on-going development and evaluation of patient care programs by collaborating with the Manager to identify present and potential needs of programs and works with Manager to formulate and implement changes;
   - Collaborating with the Manager and staff to review, develop, test, implement and evaluate patient care processes of nursing programs, services and/or units;
   - Collaborating with the Manager and staff to implement and evaluate systems pertaining to the coordination of patient care activities including facilitating the transition of Quality Improvement and evaluating the utilization of supplies;
   - Contributing to the on-going development of the relevant clinical setting;
   - Maintaining records for use in statistical reporting; generating related reports as required;
   - Planning, undertaking and evaluating assigned projects and research activities to support patient care activities.
5. Assists the Manager to coordinate assigned patient care program(s) by performing duties such as:
   - Collaborating with the Manager to develop, implement and review the procedures, goals and objectives of the program(s);
   - Overseeing the day-to-day supervisory aspects of the program(s) by performing supervisory duties such as scheduling and coordinating the use of assigned staff and participating in the performance appraisal process;
   - Monitoring assigned budget as developed by the Manager and utilizing assigned resources in a cost effective manner.
   - Sharing information about the patient care program(s) and responding to concerns and questions.
6. Gives direct nursing care to a selected group of patients/residents as assigned.
7. Monitors current trends and developments in the designated clinical area by:
   - Identifying and fulfilling own learning needs and participating in educational programs and workshops;
   - Reading current information by utilizing library resources and by maintaining files related to current issues.
8. Travel is required to other Island Health sites to perform tasks as assigned.
9. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

- Graduation from a recognized nursing program.
- Current practicing registration as RN with the BC College of Nurses and Midwives.

- Three (3) years' recent, related experience or an equivalent combination of education, training and experience.
- Basic life support, Level C.
- Valid Class 5 BC Driver's License.
- Positions within IV Therapy require demonstrated knowledge of nursing practice theory, education and skills pertinent to IV, PICC and SVAD Therapy.

Skills And Abilities

- Demonstrated effective interpersonal, organizational skills.
- Ability to teach
- Ability to work independently, organise and prioritise workload
- Ability to deal effectively with patients, families, physicians, program and hospital staff and community agencies.
- Physical ability to carry out the duties of the position.
- Ability to communicate effectively both verbally and in writing.
- Ability to supervise assigned staff.
- Demonstrated knowledge of nursing practice theory, education, and skills pertinent to the relevant clinical setting.
- Knowledge of adult education and learning principles
- Computer skills, including ability to use MS office.