



UNION JOB DESCRIPTION

JD3166

JOB TITLE:	Psychiatric Emergency Care Nurse (RN/RPN)	JOB DESCRIPTION NO.:	N.CI.21158.002
CLASSIFICATION:	General Duty Nurse - Special Care	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21158
UNION:	BCNU; HSA	JOB/CLASS CODE:	21158
PROGRAM/DEPARTMENT:	MHSU Psychiatric Emergency Services (PES)	BENCHMARKS (If Applicable):	
REPORTING TO:	Coordinator		
FACILITY/SITE:	Nanaimo Regional General Hospital; West Coast General Hospital		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), 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.

Reports to the Coordinator or designate and functions as part of an interdisciplinary team to deliver psychiatric emergency services, crisis intervention and stabilization care in accordance with the unit/program philosophy, competency guidelines and the BC College of Nurses and Midwives Standards of Nursing Practice. The nurse is responsible for responding to crisis/emergency situations of patient/clients in the Psychiatric Emergency Services Unit. Using a crisis intervention model, the nurse will conduct a comprehensive psychiatric and medical assessment of the patient/client and an in-depth risk assessment. Working within a multidisciplinary team, the nurse will contribute to the patient care plan, referral and/or discharge plan in partnership with patient, caregiver/family and appropriate community services.

TYPICAL DUTIES AND RESPONSIBILITIES:

Patient Care

1. Assesses, records and reports the health status of assigned patient/clients to identify and document patient/client status by performing duties such as:
 - Collecting patient/client data from patient/client, family and other collateral sources, chart or related client/patient records, and physical, mental status and psychosocial assessments;
 - Assessing, reporting and initiating preventive measures for potential elopement risks, violent or self-destructive behaviour, sexually aggressive and submissive behaviour;
 - Using principles of non-violent crisis intervention to avoid altercations between individuals;
 - Assisting individuals in management of behaviours interfering with self-management;
 - Documenting health status;
 - Reporting current status or changes in status to appropriate personnel and altering plan of care as required.
2. Collaborates with inter-disciplinary team members, community care partners, and the patient/client and family to develop and modify a patient/client care plan, including the flow of care, to address the assessed needs of the individual by:
 - Establishing short and long-term health status goals;

- Assessing and describing patient/client's tolerance for readiness to be involved in aspects of the treatment program;
- Identifying and prioritizing nursing actions such as preventative, therapeutic and rehabilitative aspects of care;
- Assessing family resources, involving family and others in formulating the plan of care;
- Initiating the discharge planning process.

3. Provides nursing care by performing nursing functions such as:

- Direct nursing care to patient/clients;
- Management of medications, and administering oral, intramuscular and subcutaneous medication used to treat psychiatric and stabilized medical disorders;
- Explaining care plan to client/patient and family;
- Conducting planned nursing interventions, providing guidance and direction to other unit staff as required;
- Initiating measures to relieve crisis or emergent situations;
- Teaching self/home care skills to client/patient and/or family members.
- Evaluates patient/client response to nursing interventions as identified in the care plan and modifying interventions as appropriate. Initiates the multidisciplinary team evaluation of client/patient care, including readiness for discharge.

Professionalization/Self Development

4. Assumes responsibility for own nursing development by maintaining an awareness of current trends, treatment measures and concepts. Actively participates in planned programs and independently researches.
5. Takes responsibility to maintain certification and competency required in the workplace (i.e. NVCI and Suicide Prevention training, as well as compulsory programs).
6. Complies with the Code of Ethics of the nursing profession.
7. Maintains standards of practice and professional behavior as determined by the practice setting, psychiatric nursing standards and by CNA and BCCNM.
8. Demonstrates interest in the Psychiatry Emergency unit by attending staff meetings and participating in associated activities and projects as required.
9. Contributes to the development of the nursing role by participating on professional committees as requested and by contributing to the development and evaluation of unit objectives, policies and standards of care.
10. Assists in guiding ancillary staff, volunteers, students and new employees; participates in health preceptorship programs and orientation acting as a mentor and role model.

Communication/Teamwork:

11. Maintains a professional and respectful relationship with clients, families, co-workers and community.
12. Encourages patient and family members' involvement in the delivery of care and assumes the role of patient advocate when necessary.
13. Employs effective communication skills to achieve therapeutic relationships and utilizes appropriate conflict resolution measures.
14. Develops goals in collaboration with the patient and family/significant other, and the interdisciplinary team.
15. Collaborates with various community agencies for on-going patient consultation needs and for discharge planning.
16. Maintains a professional demeanor at all times.
17. Attends and participates in team meetings, patient care meetings and case conferences.

18. Is knowledgeable regarding interdisciplinary documentation standards and charts all patient information in a timely and legible manner.
19. Ensures all pertinent patient information is shared with applicable team members to assure quality care provision.
20. Adheres to organizational and patient confidentiality standards and policies.

Safety/Continuous Quality Improvement:

21. Maintains an awareness of ethical and legal implications in nursing practice.
22. Demonstrates understanding of potential risk factors associated with the mentally ill patient.
23. Strictly follows policies and procedures as they relate to the safety and well being of patients, i.e. fall prevention, levels of supervision, etc
24. Participates in the development and evaluation of the unit's risk management and best practices/accreditation activities; follows Incident Reporting mechanisms.
25. Utilizes Non-Violence Crisis Intervention techniques as necessary to enhance patient and unit safety.
26. Maintains a clean, tidy and safe work environment and consistently demonstrates a culture of safety for patients, self, public and colleagues.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant or a practicing RPN registrant. A minimum of two (2) years recent experience working with persons with acute mental illness and/or addiction, including working with multi-disciplinary teams, or an equivalent combination of education, training and experience. Working knowledge of relevant legislation. Knowledge of the Canadian Standards of Psychiatric and Mental Health Nursing (2nd ed.). Current CPR Basic Rescuer certification.

Skills And Abilities

- Ability to conduct assessments of physical status, mental status and risk assessment.
- Ability to apply addictions theory and management of withdrawal
- Ability to apply crisis intervention and stabilization principles
- Ability to apply common screening tools for mental illness and addictions
- Ability to communicate effectively both verbally and in writing
- Demonstrated ability in establishing therapeutic relationships
- Demonstrated ability to organize assigned workload and set priorities
- Demonstrated ability to deal effectively with a variety of internal and external contacts, including co-workers, physicians, community agency representatives, patient/clients, and families/ significant others
- Ability to operate related equipment including computers and related software
- Physical ability to perform the duties of the position