



UNION JOB DESCRIPTION

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| JOB TITLE: | EPI Clinician, Nurse (RN/RPN) | JOB DESCRIPTION NO.: | 80241 |
| CLASSIFICATION: | Community Health - Profile Classification - Level 3 | GRID/PAY LEVEL: | NL3 |
| COLLECTIVE AGREEMENT: | Nurses Bargaining Association | HSCIS NO.: | 25001 |
| UNION: | BCNU | JOB/CLASS CODE: | 80241 |
| PROGRAM/DEPARTMENT: | MHAS, Child Youth & Family Health Services | BENCHMARKS (If Applicable): | |
| REPORTING TO: | Coordinator, or designate | | |
| FACILITY/SITE: | Royal Jubilee Hospital (Victoria); Queen Alexandra Centre for Children's Health (Victoria); Health Services Delivery Area (South Island) - Public Health, Continuing Care, Mental Health, Primary Care, Home Support | | |

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.

Under the direction of the Coordinator, as a member of a multi-disciplinary mental health care team, the EPI Clinician works as a therapist and case manager in a multi-disciplinary team to provide clinical services to clients in the Early Psychosis Intervention (EPI) Program, including assessment, planning, treatment, consultation and follow-up, utilizing the EPI Service and Clinical Guidelines and the Early Psychosis Carepath. Provides assertive outreach as required. Works in partnership with clients and caregivers, as well as facility managers and staff of relevant community agencies. Participates in planning, program development, policy recommendations, and research and evaluation. Provides community mental health education.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Functions as a primary therapist and case manager, providing psychiatric nursing assessments of client and families, and short and long-term individual, group, and family therapy, using a variety of interviewing, counselling, and assessment methods, in accordance with professional standards, clinical policies and evidence-based best practices for early psychosis. Manages cases and formulates treatment plans and goals in conjunction with appropriate staff, including joint care plans with facility Directors of Care, assigned agency staff, and other services. Uses crisis intervention and assertive outreach as required.
2. Administers and monitors prescribed psychotropic medication.
3. Facilitates clients' utilization of appropriate community services and rehabilitative programs by performing duties such as researching available services, liaising with these agencies, providing related advice and consultation to clients and providing referrals to appropriate community treatment alternatives and services. Utilizes available community resources to develop supportive and rehabilitative programs for adults and their families. Makes arrangements for clients to be admitted to hospital when required, including on an involuntary basis. Makes phone calls to appropriate parties and necessary transportation arrangements.

4. Provides client care linkages between community Mental Health Services and acute care facilities, including liaising acute care hospitals, to facilitate assessment and care planning for client discharge from hospital.. Exchanges relevant client information and receives information about the status and background of clients who will be discharged or referred, in order to make necessary preparations for provision of a smooth continuum of care between acute care and community mental health services.
5. Assesses clients for placement to and discharge from residential facilities, including specialized residential care licensed facilities, family care homes, congregate care homes and semi-independent living units, by determining eligibility, and type and level of care required. Makes arrangements for client placement and care in residential facilities by liaising with facility operators, placing client names on wait lists, assisting clients to make moving arrangements, and completing necessary referrals and forms. Follows up with clients by visiting them at their accommodation and assessing the appropriateness of the facility and the level of care. Adjusts placements as required.
6. Provides support and direction to clients requiring enhanced case management by assessing their social adjustment and ability to perform routine life activities, including managing money and taking medication regularly. Provides follow-up care and services as required, including providing referrals to service providers within the EPI Program and other healthcare professionals, such as Recreational Therapists, Occupational Therapists, and Psychiatrists. Updates the Clinical Coordinator on the status of client treatment and progress, as well as significant and unusual issues, developments, and circumstances.
7. Maintains client records and statistics, prepares reports, and completes forms as required, in accordance with regional policies and standards, including clinical record standards of Mental Health Services. Obtains consent forms for release of client information.
8. Advocates on behalf of clients, by performing duties such as providing clients with information about appeal processes, providing information about clients to relevant Ministries, and assisting clients to complete forms. Acts as a resource for clients and their families.
9. Provides education to clients, their families, and staff of residential facilities and other agencies, regarding early psychosis and community mental health programs and issues.
10. Participates in quality improvement and risk management activities for assigned area by performing duties such as participating in quality initiatives, providing feedback to the Coordinator about needs and gaps in programs and services, and suggesting solutions and initiatives to assist in the development and maintenance of a coordinated mental health care system within the community. Participates in ongoing education to remain current and relevant.
11. Participates as a member of local committees and advisory groups to provide and receive information as a representative of the EPI Program, as required. Informs regional staff, community groups, and agencies of the role and function of the EPI Program by providing information informally, and formally during in-services.
12. Participates in clinical research and program evaluation activities relevant to the needs of clients, families, hospitals, and the community, by providing information as requested.
13. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant or a practicing RPN registrant. Two years' recent, related experience in a community or hospital psychiatric setting, or an equivalent combination of education, training, and experience. Valid BC Driver's license - Class 5 and access to personal vehicle, with appropriate business insurance coverage.

Skills And Abilities

- Demonstrated comprehensive knowledge and understanding of mental illness, particularly early psychosis.
- Demonstrated skills including supportive and counseling interventions, client assessment, and case management skills.

- Demonstrated knowledge and experience in psychosocial rehabilitation and recovery oriented approach in mental health.
- Demonstrated knowledge in the area of concurrent disorders.
- Demonstrated knowledge and understanding of pharmacological issues related to the identified population.
- Ability to communicate effectively in English, both verbally and in writing, including empathic and respectful communication appropriate to the situation.
- Good interpersonal skills, including the ability to get along well with clients, families, and members of the interdisciplinary team, and including the ability to effectively network with other services and agencies.
- Ability to set priorities, organize work to effectively manage a heavy and demanding caseload, and exercise sound judgment, both clinically and administratively.
- Ability to work effectively, and to flexibly manage changing caseload needs under pressure, and during times of change.
- Ability to work independently and collaboratively as a member of a multidisciplinary team and to understand the frameworks of other disciplines, and work with minimal supervision, while seeking the appropriate level of consultation and approval from the Coordinator.
- Ability to maintain appropriate confidentiality in accordance with applicable regional policies.
- Ability to learn new methodologies, ideas, and concepts.
- Ability to provide effective and efficient service, while meeting clinical and administrative government and health region policies, standards, and protocol requirements.
- Knowledge of community resources and methods of accessing them.
- Comprehensive knowledge of emergency triage procedures, mental health status assessment, and counselling principles and interview techniques.
- Working knowledge of psychopharmacology, crisis theory, and de-escalation techniques.
- Working knowledge of DSM IV Multi-axial Diagnosis or International Classification of Diseases 10.
- Demonstrated ability to operate related equipment.
- Physical ability to carry out the duties of the position.