



UNION JOB DESCRIPTION

JD3372

JOB TITLE:	Mental Health Nurse (RN/RPN)	JOB DESCRIPTION NO.:	N.CI.25001.028
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 & Addictions Services	BENCHMARKS (If Applicable):	
REPORTING TO:	Coordinator, Cowichan Lodge - Adult Tertiary		
FACILITY/SITE:	Cowichan Lodge - Adult Tertiary		

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.

Under the general direction of the Coordinator Adult Tertiary, this individual serves as the Mental Health Nurse in Cowichan Lodge - Adult Tertiary Facility. As part of a Multi-Disciplinary Rehabilitation Team, the Mental Health Nurse provides core mental health services including assessment, treatment, rehabilitation, and support for clients in partnership with client, family and community health care resources. In response to an identified client rehabilitation plan, develops, plans, implements, and maintains a full range of clinical services and client centered rehabilitation programs. Contributes to monitoring and enhancement of the physical site. Travel may be a requirement of this position. 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. Participates as a member of a multi-disciplinary team to plan, develop, implement, support and maintain a full range of clinical services in response to identified client needs by:

- Implementing psychosocial rehabilitation/treatment programs with individuals, families and groups;
- Providing high-quality direct nursing care and therapy to clients including established therapies such as psychotherapy, behavioural therapy, prescribed psychoactive medications, etc.;
- Conducting nursing assessments of clients and families relating to various mental disorders through interviews, observation and data collected from other sources;
- Planning/formulating rehabilitation and treatment programs in collaboration with client and his/her family, team leader and other multi-disciplinary team members;
- Ongoing evaluation of effect of interventions and therapies on the client.
- Investigating concerns expressed by clients/families and developing a plan of action;
- Recommending changes to, or maintenance of, the rehabilitation plan in partnership with the client and other team members based on the evaluation;
- Utilizing consensual decision-making, guidance, counseling and negotiation skills;

Utilizing resources to maximize productivity and to ensure the consistent delivery of professional services crucial to

- client's care and rehabilitation;
 - Contributing to the development of rotations, which provide a safe environment;
 - Assisting the Coordinator by supporting and assisting health care workers with care and rehabilitation plans and issues;
 - Participating in regular meetings and problem resolution related to service or organization issues;
 - Maintaining comprehensive records by documenting data, assessments, treatment and progress in the client's medical health records according to Mental Health Services policies and procedures;
 - Recording service data, work records and other statistics as required;
 - Participating in and promoting team functioning and supporting team leadership.
2. Plans, develops and implements individual client-centered treatment and psychosocial rehabilitation programs by:
- Utilizing the nursing process and partnership approach within the program's philosophy and guidelines;
 - Participating in the development, interpretation and implementation of the program philosophy, goals and objectives through research and participating on committees;
 - Promoting optimal self-responsibility of clients;
 - Eliciting input from, and consulting with, clients, families, significant others and professionals from various fields in all levels of programming and regarding client care;
 - Maintaining a safe environment by contributing to the development and implementation of policies and procedures such as emergencies, incidents of aggression, control of medication and risk management;
 - Contributing to the development and implementation of the Quality Improvement Program by highlighting areas that need improvement;
 - Implementing standards, which include input from client, families and service providers to evaluate client's rehabilitation;
 - Contributing to external and formal evaluation(s) of the program by participating in/assisting with surveys;
 - Implementing evaluation recommendations;
 - Incorporating all areas of life skills into the psychosocial rehabilitation program to provide learning opportunities, such as mealtime.
3. Assists in the coordination and integration of Cowichan Lodge Adult Tertiary with local agencies by:
- Maintaining links with other community service partners;
 - Providing input to enhance mental health service programs, community resources and services to meet the clients' needs;
 - Participating in the planning of community services for the mentally ill;
 - Developing and fostering effective working relationships with other service partners e.g. Mental Health Centres, hospital, other community agencies, educational institutions, etc.;
 - Defining and interpreting the role of the Program locally, e.g. education of neighbours, general public and media as warranted to promote the rehabilitation of clients as required.
4. Contributes to monitoring and enhancement of the physical site to provide a non-restrictive environment by:
- Providing input for improvements in the environment;
 - Conveying feedback from clients and families regarding the physical site;
 - Monitoring safety of buildings, and reporting problems.
5. Other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

A minimum of one year's recent psychiatric nursing experience with adults with a variety of mental disorders, or an equivalent combination of education, training and experience. Registration with BC College of Nurses and Midwives as a practicing RN registrant or a practicing RPN registrant. Current CPR certification required. Must hold a valid BC Driver's License and if required, must be able to obtain a class 4 Driver's License.

Knowledge of Psychosocial Rehabilitation (PSR) Recovery model; assessment and treatment and case management methodologies; learning theories of mental disorders and intervention strategies.

Knowledge of relevant mental health and legislation including legal statutory boundaries governing consumer rights.

Skills And Abilities

- Ability to assess, plan, implement and evaluate mental health treatment programs;
- Ability to administer and monitor the side effects of psychotropic medications and to work effectively in a multi-disciplinary team environment;
- Ability to practice initiative, good interpersonal, crisis intervention, leadership and teaching skills and effective communication and counseling with individuals, families and groups;
- Ability to manage aggressive behaviour and to use non-violent crisis intervention and behavioural management techniques where appropriate.