



UNION JOB DESCRIPTION

JD3460

JOB TITLE:	Licensed Practical Nurse, Home & Community Care	JOB DESCRIPTION NO.:	20173/N.VI.81202.001
CLASSIFICATION:	Licensed Practical Nurse I - Community Care	GRID/PAY LEVEL:	NL1
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	26004
UNION:	BCNU	JOB/CLASS CODE:	20173
PROGRAM/DEPARTMENT:	Home & Community Care; Primary Care/CHS; MHSU	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or Designate		
FACILITY/SITE:	VIHA South, Central & North Island Health Services Delivery Areas; Aberdeen Hospital; Cowichan District Hospital; Ladysmith Community Health Centre; Port Hardy Hospital; Comox Valley Home Support; Campbell River 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.

Reporting to the Manager or the Designate, working independently and as a member of an interdisciplinary team, the Licensed Practice Nurse provides personal care, performs nursing procedures, conducts home visits and completes assessments to ensure quality client care. Contributes to the development of client centered care and self care management standards, policies and procedures. Supports and directs Community Health Workers. Collaborates, consults and acts as a liaison with the interdisciplinary team of health care professionals to facilitate quality care.

The Licensed Practical Nurse operates in accordance with the competency guidelines and full scope of practice within the Standards of Practice as outlined by the BC College of Nurses and Midwives and according to Home and Community Care Program operating policies, standards and protocols.

Travel may be a requirement of this position and transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Ensures the delivery of quality care in accordance with the guidelines and directions of the Home and Community Care Program. Coordinates Home Support service and liaises with different services and program areas to support client goals. Reviews client care needs, service goals and provides relevant client education. Plans, implements and evaluates changes to the written service plan as required.
2. Performs nursing care procedures and evaluates outcomes. Administers medications to assigned clients in accordance with specific protocols. Promotes and facilitates client's independence.
3. Assists with effective planning for Home Support Services by monitoring the scheduling of work assignments for designated staff, identifying and reporting utilization issues.

4. Supports, mentors, coaches and directs Community Health Workers within scope of practice. Provides input to the evaluation of Community Health Workers and contributes to the performance reviews of Community Health Workers as required. Conducts home visits to ensure that services are being provided in a safe, efficient and effective manner.
5. Assists with training and orientation of designated staff.
6. Promotes adherence to safe practices, procedures and compliance of Work Safe BC regulations. Ensures a safe and healthy working environment by observing and promoting universal precautions and infection control; removing hazards, reporting faulty equipment, accidents, injuries, and near misses.
7. Carries out quality assurance activities and projects as directed.
8. Provides input at case conferences, service plan reviews and staff meetings.
9. Communicates policies, programs and procedures to designated staff. Informs the public about Home & Community Care Services.
10. Maintains pertinent client records, charts, reports and documentation as required.
11. Performs other related duties as required/delegated.

QUALIFICATIONS:

Education, Training And Experience

- Registration with BC College of Nurses and Midwives as a practicing LPN registrant.
- Completion of additional education as outlined by BCCNM for practice where Mental Health and/or Substance Use are the primary diagnosis.
- Basic Life Support, Level C certificate. Two years recent related experience.
- Valid BC Drivers license.

Skills And Abilities

- Demonstrated knowledge and competencies of full scope of Practice currently required by the BC College of Nurses and Midwives.
- Demonstrated ability to communicate effectively, both verbally and in writing.
- Demonstrated ability for good observation and patient/client assessment skills.
- Demonstrated ability to organize & prioritize work for self and others.
- Provide culturally sensitive care and services.
- Ability to work independently and cooperatively as part of interdisciplinary teams.
- Demonstrated ability to operate related equipment including computer and a variety of windows based software.
- Maintain a commitment to continued professional development as required by the employer and/or the College.
- Use personal vehicle.