



UNION JOB DESCRIPTION

JD3756

JOB TITLE:	Nurse - Intensive Case Management Team (RN/RPN)	JOB DESCRIPTION NO.:	80271/N.VI.25001.008
CLASSIFICATION:	Community Health - Profile Classification - Level 3	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	25001
UNION:	BCNU	JOB/CLASS CODE:	SI: 80271 CINI: 25001
PROGRAM/DEPARTMENT:	Adult Mental Health & Substance Use; Child, Youth & Family Mental Health & Substance Use	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA: South, Central and North Island Health Services Delivery Areas		

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 team leader or designate, serves as a Mental Health & Substance Use (MHSU) Nurse in a multidisciplinary Intensive Case Management Team. Services are primarily provided in community settings but may also occur in facility settings as required. Provides core mental health and addictions 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.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Participates as a member of a multi-disciplinary team to coordinate assessments and plan, develop, implement, support and evaluate client goal oriented service plans by:
 - Providing case management services to assigned Program clients
 - Implementing psychosocial rehabilitation/treatment programs with individuals, families and groups that ensure clients have access to community based supports as indicated in their service plans including services such as leisure, nutritional, educational, vocational and financial;
 - 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 substance use needs 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;
 - Evaluating the effect of interventions and therapies in an ongoing relationship with the client and family;
 - 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 motivational interviewing, trauma informed practice, 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 Manager or designate by supporting and guiding shift and 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 records according to MHSU 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-centred 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 team safety by contributing to the development and implementation of policies and procedures such as emergencies, incidents of aggression, control of medication and regarding 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.
3. Assists in the coordination and integration of the team and its clients with local agencies and services by:
- Maintaining links and working collaboratively with all service partners to ensure that program clients who no longer require tertiary care are discharged from their facility and given prompt access to case management and other appropriate community based services;
 - Providing input to enhance MHSU programs, community resources and services to meet the clients' needs;
 - Participating in the planning of community services for clients with significant substance use disorders/challenges;
 - Developing and fostering effective working relationships with other service partners e.g. MHSU Centres, hospital, other community agencies, educational institutions, etc.;
 - Defining and interpreting the role of the Program locally, e.g. education of partners as warranted to promote the rehabilitation of clients as required;
 - Investigates complaints/concerns expressed by service partners, the public, and families and takes appropriate action.

4. Other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Graduation from a recognized nursing program plus a minimum of two years adult or child/youth MHSU nursing experience. A minimum of six months of experience supporting clients with substance use issues in a community setting 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.

Knowledge of Psychosocial Rehabilitation (PSR) model; assessment and treatment and case management methodologies; including motivational interviewing. Knowledge of relevant legislation. Knowledge of community MHSU programs, services, resources and promotion. Knowledge of other health disciplines (including primary care physicians) and their role in client care.

Skills And Abilities

- Ability to communicate clearly and effectively both verbally and in writing;
- Demonstrated ability to use the nursing process in mental health treatment programs i.e. such as assess (physical, mental/physiological/functional and environmental), plan, implement, make decisions, organize, prioritize, evaluate and communicate as required;
- Ability to administer and monitor the side effects of psychotropic medications;
- Ability to work independently in a community setting;
- Ability to work effectively and cooperatively in a team environment;
- Demonstrated ability to practice initiative, good interpersonal, crisis intervention, leadership and teaching skills, and effective communication and counseling with individuals, families and groups; and demonstrated critical thinking and problem solving skills;
- Ability to manage aggressive behaviour and to use non-violent crisis intervention and behavioural management techniques where appropriate;
- Ability to adapt and accept change as the program evolves;
- Physical ability to perform the duties of the job;
- Ability to operate related equipment.
- Travel is a requirement of this position and transportation arrangements must meet the operational requirements of the Program