



UNION JOB DESCRIPTION

JD3925

JOB TITLE:	RN Community Health Services	JOB DESCRIPTION NO.:	80275/N.VI.25001.009
CLASSIFICATION:	Community Health - Profile Classification - Level 3	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	25001
UNION:	BCNU	JOB/CLASS CODE:	80275
PROGRAM/DEPARTMENT:	Community Health Services; Primary Care Network; Public Health; Seniors Health	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 the Vancouver Island Health Authority (Island Health) client 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.

The Registered Nurse (RN) Community Health Services practices in accordance with relevant provincial legislation, nursing standards, the code of ethics as outlined by the BC College of Nurses and Midwives and the Canadian Nurses Association (CNA), employer policies and individual competencies. Provides nursing care in accordance with established organizational policies, procedures, guidelines and other controls on practice.

The RN practices in a variety of clinical settings and works in collaboration with the client, the client's health care team and in partnership with primary care providers. Utilizes a community focused approach, ensuring the delivery of client centered care to achieve and maintain maximum health through the promotion, maintenance and restoration of health and prevention, treatment and palliation of illness and injury, assessment of health status, planning and implementation of interventions and coordination of health services.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Performs nursing assessments and works in collaboration with clients and caregivers to develop a plan of care for clients and caregivers.
2. Synthesizes information collected by other health care team members to develop a plan of care and organizes nursing care for clients within established plans of care.
3. Identifies and addresses client and caregiver learning needs relevant to the client's health concerns, such as performance of self-care activities, coping skills, and lifestyle adaptation. Facilitate changes in health behaviours through methods such as utilizing wellness promotion and self-management principles, behavioural change theories/strategies and adult learning theories to support optimal health, informed decision-making.
4. Establishes a therapeutic relationship through the use of effective interpersonal and interviewing techniques, ensuring client and caregivers have choice and autonomy in decision-making and are included in all aspects of care planning.
5. Models Island Health values through methods such as demonstrating empathy, trust, and respect in all interpersonal relationships, and recognizes personal impact on team dynamics.

6. Collaborates with other health care team members, client and caregivers to design, coordinate, implement, update, evaluate and modify the nursing component of the plan of care for clients. Coordinates case conferences as needed. Provides virtual care and home health monitoring (HHM) in accordance with plan of care.
7. Provides care and treatment within RN scope, role, function, and controls on practice in areas which may include: palliative care, wound and skin care, medication management and administration, delegation and assignment of tasks; chronic disease screening and management; Health Services for Community Living; continence management and gerontology.
8. Contributes to or assists with prevention of avoidable hospital admissions and Emergency room presentations by implementing rapid response processes such as providing professional timely and intensive nursing assessment; collaboration with the client's health care team; care planning; treatment/intervention; and evaluation. Services will be provided to clients with acute, chronic or terminal illness, or who are discharged early from acute care facilities, or who are seen in emergency departments, and require intensive home supports to return home or for clients who require crisis intervention in the community.
9. Works in collaboration with the client's health care team and in partnership with primary care providers, providing a variety of functions related to care coordination including:
 - access/transition to community health based services, such as home support, secondary Mental Health and Substance Use and/or Mental Health and Substance Use tertiary services
 - access/transition to Primary Care Home and/or Community Health Services
 - access/transition to Assisted Living and/or Long-Term Care.
10. Communicates pertinent information to the client, caregiver and members of the client's health care team.
11. Reviews pertinent data obtained (a) through investigative procedures and (b) by other members of the health care team including medical history, progress notes, consultation reports, lab reports, and incorporates findings into the plan of care and determines appropriateness of assigning tasks to care providers.
12. Documents assessments, records of observation, care provision and client responses according to professional standards and facility guidelines which may include computerized records and databases.
13. Contributes to the development and revision of standards of care, policies and procedures and advocates improvements in clinical nursing practice, health care and health care services.
14. Participates as a team member in identification of, formulation, implementation and evaluation of continuous quality improvement.
15. Adheres to Island Health policies, procedures, and guidelines to maintain a safe environment for clients and caregivers.
16. Participates and attends in-service and other educational programs as required.
17. Identifies own learning goals and maintains and updates clinical competence and knowledge.
18. Preceptors or mentors assigned new employees and students to guide the clinical experience and provides feedback to leadership as requested.
19. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Registration with BC College of Nurses and Midwives as a practicing RN registrant. Two years' recent related experience or equivalent combination of education training and experience.

Valid BC driver's license.

Skills And Abilities

- Demonstrates ability to provide client-focused, trauma-informed and culturally safe care.

- Demonstrates ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) and provide nursing care through evidence-based guidelines.
- Demonstrates effective written, electronic and verbal communication to facilitate inter-professional collaborative practice, healthy environments, and a respectful workplace for client, staff, students and partners/affiliates.
- Demonstrates ability to instruct clients and others about topics essential to health care and well-being.
- Demonstrates ability to manage time and resources effectively.
- Demonstrates ability to apply knowledge of care planning and care coordination, including knowledge of community programs and services
- Demonstrates knowledge of community health practice, chronic disease management, geriatric and palliative nursing practice within a client and care giver centred care approach.
- Demonstrates ability to demonstrate self-awareness, developing and implementing own learning goals for continuous learning and professional development.
- Demonstrates ability to use factual information, prior learning and basic principles and procedures to support decisions and actions with relevant research-based evidence.
- Informs, applies and integrates research and evidence-based best practice related to nursing and health-related disciplines and the humanities, arts and sciences disciplines into professional practice.
- Demonstrates ability to operate related equipment and technology including relevant computer applications.
- Demonstrates ability to perform the duties of the position.