



## UNION JOB DESCRIPTION

**JD4399**

<b>JOB TITLE:</b>	Registered Nurse, Emergency Department	<b>JOB DESCRIPTION NO.:</b>	80281
<b>CLASSIFICATION:</b>	General Duty Nurse - Emergency	<b>GRID/PAY LEVEL:</b>	NL3
<b>COLLECTIVE AGREEMENT:</b>	Nurses Bargaining Association	<b>HSCIS NO.:</b>	21118
<b>UNION:</b>	BCNU	<b>JOB/CLASS CODE:</b>	SI: 80281; CNI: 21118
<b>PROGRAM/DEPARTMENT:</b>	Patient Care Services	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Manager or designate		
<b>FACILITY/SITE:</b>	Cowichan District Hospital; Nanaimo Regional General Hospital; Royal Jubilee Hospital; Port McNeil Hospital; Port Hardy Hospital		

### JOB SUMMARY:

Island Health Hospitals provide a range of Emergency services and depending on the assigned clinical area within the Site/Unit the Registered Nurse may be required to be competent in multiple clinical settings. This job description addresses various scenarios where nurses are required to work in one or more areas requiring advanced training and experience.

In accordance with established vision and values of the organization, the Registered Nurse practices in accordance with the standards of professional practice and code of ethics as outlined by the BC College of Nurses and Midwives (BCCNM) as well as within a patient and family centered care model.

The Registered Nurse practices in the clinical setting and is responsible for the assessment, planning, implementation and evaluation of client care. Working in collaboration with the interdisciplinary team, the Registered Nurse ensures the delivery of client - centered care by assisting individual clients and their families respond to changing health care needs. The Registered Nurse demonstrates a specialized body of knowledge and bases practice on nursing science and related content from other sciences and humanities.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Completes a comprehensive nursing assessments ensuring the needs of the client and family unit are addressed and determines client status and responses to actual or potential health problems.
2. Coordinates and oversees the overall care. Sets priorities, provides clinical expertise and coordination for the plan of care, plans and implements health care treatments and interventions, and assigns and delegates tasks as appropriate to other members of the healthcare team. Evaluates the appropriateness and effectiveness of treatments and interventions on an ongoing basis.
3. Ensures the client/family unit actively participates in the development, implementation and ongoing modification of the plan of care, including the long and short-term goals. Develops and implements learning plans to meet identified client learning needs.
4. Establishes a therapeutic relationship through the use of effective interpersonal and interviewing techniques, ensuring client choice and autonomy in decision making and care planning. Acts as a role model by demonstrating empathy, trust, and respect in all interpersonal relationships, and recognizes personal impact on team dynamics.

5. Collaborates with members of the interdisciplinary team and participates in rounds and/or patient care conferences to ensure effective, consistent, and comprehensive care planning and delivery. Justifies decisions with reference to knowledge or theory.
6. Ensures pertinent information and significant clinical changes are communicated to the client/family unit and members of the interdisciplinary team.
7. 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, etc.) and incorporates findings into the plan of care.
8. Documents assessments, records of observation, care provision and client responses according to professional standards and facility guidelines which may include computerized records and databases.
9. Discusses and plans referral information with client/family unit and other health team members and in collaboration initiates referrals to appropriate health care/community agencies.
10. Contributes to the development and revision of clinical decision support tools such as standards of care, policies and procedures and advocates improvements in clinical nursing practice, health care and health care services.
11. Participates in formulation, implementation and evaluation of Continuous Quality Improvement initiatives.
12. Demonstrates an awareness of the overall needs of the unit/assignment by:
  - planning, organizing and establishing priorities;
  - using resources effectively and efficiently; and
  - responding to unanticipated events and changing client or unit needs.
13. Maintains a safe environment for clients/family unit and staff, through:
  - accident prevention;
  - knowledge of emergency procedures and regulations;
  - using skills, physical facilities, supplies and equipment safely and appropriately; and
  - practicing infection control procedures.
14. Participates and attends in-service and other educational programs as required. Identifies learning goals and maintains and updates current clinical competence and knowledge within area of practice.
15. Acts as a preceptor or mentor to guide the clinical experience of assigned new nursing staff and students; provides input to the Manager as requested on individual's progress in achieving established standards of care.
16. Performs other related duties as assigned.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

Graduation from an approved School of Nursing with current practicing registration with the BC College of Nurses and Midwives.

Completion of a recognized advanced program in emergency care nursing or two (2) years' recent, related experience; or equivalent combination of education, training and experience.

Current Cardiopulmonary Resuscitation (CPR) within 2 years (yearly preferred). Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS) and Emergency Practice, Interventions and Care Canada (EPICC) certification preferred.

### **Skills And Abilities**

- Assessment and Intervention - Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) and provide nursing care through appropriate/ prescribed technical, therapeutic, safety type interventions.
- Communication - Demonstrated ability to communicate effectively with the clients, families, the public, medical staff and the members of the interdisciplinary team using verbal, written and computer communication means.
- Critical Thinking - Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve effectively.
- Human Caring and Relationship Centered Practice - Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitive to diverse cultures and preferences, client advocacy and social justice concerns.
- Teaching/facilitating - Ability to transmit information intended to instruct clients and others about topics essential to health care and well-being.
- Management - Manages time and resources, implementing activities to promote cooperation among relevant others, collaboration across disciplines and related activities.
- Leadership - Promotes staff morale, cooperation, assertiveness and risk-taking, creative planning for change and innovations, implementation of Island Health policies or other protocols, and ongoing professional development of self. Ability to work independently and as a member of a multidisciplinary team.
- Knowledge Integration - Using factual information, prior learning and basic principles and procedures to support decisions and actions with relevant research-based evidence. Integrates best practice from nursing and health-related disciplines and the humanities, arts and sciences disciplines into professional practice.
- Ability to operate related equipment including relevant computer applications.
- Physical ability to perform the duties of the position.