



UNION JOB DESCRIPTION

JD5451

JOB TITLE:	Registered Nurse - Primary Care	JOB DESCRIPTION NO.:	5451
CLASSIFICATION:	Community Health - Profile Classification - Level 3	GRID/PAY LEVEL:	NL3
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	25001
UNION:	BCNU	JOB/CLASS CODE:	80324
PROGRAM/DEPARTMENT:	Primary Care; Child, Youth & Family Mental Health & Substance Use	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager		
FACILITY/SITE:	VIHA South, Central & North Island Health Services Delivery Areas		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health (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.

The Registered Nurse (RN) - Primary Care, works in collaboration with an inter-professional team to provide direct patient care to clients of the Urgent Primary Care Centre (UPCC), Patient Medical Homes / Family Physician / Nurse Practitioner Clinics or an Island Health Primary Care Clinic, which provides both episodic and longitudinal Primary Care to unattached and attached clients of all age groups. The RN - Primary Care practices in accordance with the professional and practice standards and code of ethics as outlined by the BC College of Nurses and Midwives (BCCNM) and applies best practices in accordance with established organizational policies, procedures, guidelines, and other controls on practice to provide competent, safe and ethical care for people and their families in a variety of settings, including the HSO Cultural Safety and Humility Standard and with BCCNM Cultural Safety Standards and recommendations from the In Plain Sight report.

The RN - Primary Care provides client and family-centered care with cultural humility, through a trauma-informed and evidence-informed practice approach, to promote care and services that will be experienced as culturally safe. This role includes initial client assessment, health promotion and intervention, health coaching and teaching based on the client's needs, urgency of request and best practices. To ensure clients, families and caregivers are provided with ease of access to timely, person-centred, continuous quality health services, the RN - Primary Care encourages knowledge exchange in day-to day activities, and empowers clients to engage and connect within their communities and advocates for client-empowered voice and culturally aligned care. Facilitates and manages client transitions across the healthcare continuum to optimize health and adapts to changes in the client's condition to support prevention of avoidable hospital admissions and emergency department presentations by providing timely nursing assessments. Collaborates with the client, the Primary Care team and other health care services such as Community Health Services, Acute Care, MHSU, the client's Primary Care provider and family/community supports regarding client care planning to facilitate the flow of information through a variety of settings including Island Health and non-Island Health community services.

Travel may be a requirement of this position. 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. Within their RN scope, role and controls on practice, as part of a collaborative team, provides safe, competent, and ethical care for clients at all stages of life. This includes, as assigned, performing an initial nursing assessment, making a nursing diagnosis of the client's condition, and determining whether the condition can be improved or resolved by an appropriate nursing intervention or through interventions and collaboration with other clinical staff. Care activities may include: chronic disease management; chronic disease prevention screening; general health/wellness education; sexual health; wound and skin care; medication management and administration; basic mental health and substance use assessment and support; health care planning including advanced care planning/end-of-life support and other nursing care activities.
2. Collaborates with the Primary Care provider, the client, the family/support persons/caregivers, other health care professionals, clinics, hospitals and other community resources to synthesize information collected to develop a comprehensive share client care plan and to coordinate the integration of care and services.
3. Establishes a therapeutic relationship with the client through the use of strong relational practice skills and collaboration and empowerment to ensure the client's choice and autonomy in decision-making and care planning, and actively reduce inherent power-imbalances, including the client's right to dignity and privacy.
4. Provides client and family-centered care through a trauma-informed, cultural safety and humility approach and evidence-informed practice.
5. Provides individual/family education and that fosters self-management skills for people with complex chronic conditions. Utilizing behavioral theories/strategies and adult learning theories, enhances knowledge and problem solving in relation to chronic disease risk factors, condition and treatment, grieving, aging, and family adjustments.
6. Provides health /coaching to clients including decision support, urgent care support, symptom management, psychosocial/emotional support, self-management support and wellness/health promotion/prevention through a combination of clinic visits, telephone/virtual visits or home/outreach visits; assesses the learning needs of individuals and group visits, providing and explaining techniques and equipment, and evaluates the overall effectiveness of the selected teaching methods and outcomes of learning.
7. Refers and connects clients with the inter-professional team and other health system services as necessary, and ensures these referrals are made in accordance with the client's care plan. Applies a health equity, social justice, and social determinates of health lens to all key responsibilities.
8. Maintains clinical records such as intake screens, client assessments, clinical interventions, treatment formulations, care plans and progress notes; maintains statistical information on clients in accordance with established policies, standards, and procedures.
9. Acts as a preceptor or mentor to guide the clinical experience of assigned new nursing staff and students; provides input to the designated family physician(s) and/or Island Health Manager as requested on individuals' progress in achieving established standards of care. Models Island Health values through methods such as demonstrating empathy, trust, and respect in all interpersonal relationships, and recognizes personal impact on team dynamics.
10. Participates in department quality improvement and risk management activities by identifying client care issues and collecting data; participates in research opportunities, as required.
11. Provides input in the development and revision of standards of care, policies and procedures and advocates for improvements in clinical practice, health care and health care services; participates in the development, implementation and evaluation of quality improvement initiatives within the program by providing recommendations to the Manager.
12. 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 (2) recent clinical nursing experience in related clinical areas including assessing and treating infants, children, youth, adults, and seniors in a primary care setting, community setting, outpatient setting, or public health; or an equivalent combination of education, training and experience.

Valid BC driver's license.

Skills And Abilities

- Demonstrated ability to provide client and family-centered care with cultural humility through a trauma-informed and evidence-based approach to practice.
- Demonstrated understanding of the historical and present day experiences of Indigenous Peoples in relation to health care, including Indian Day hospitals, Residential Schools and present day experiences of Indigenous specific racism and discrimination in health care services.
- Demonstrated ability to work independently and as a member of an inter-professional team.
- Demonstrated effective written, electronic, and verbal communication.
- Demonstrated ability to understand and navigate other disciplines scope of practice in relation to one's own.
- Demonstrated ability to integrate and evaluate pertinent data from multiple sources to problem-solve effectively.
- Demonstrated ability to provide health education with clients and others about topics essential to healthcare, health promotion, and chronic disease self-management.
- Demonstrated ability to manage time, assess and case manage clients, and resources effectively.
- Demonstrated knowledge of Primary Care practice, knowledge of care planning and care coordination, chronic disease management, geriatric and palliative nursing practice within a person centered, culturally and trauma informed care approach.
- Demonstrates professional self-awareness.
- Demonstrated ability to work effectively in a dynamic environment with changing priorities.
- Demonstrated ability to operate related equipment including applicable software applications.
- Physical ability to perform the duties of the position.