

Providence Health Care

Holy Family Hospital ♦ Mount Saint Joseph Hospital ♦ St. Paul's Hospital ♦ St. Vincent's Hospitals:
Arbutus, Brock Fahrni Pavilion, Heather, Langara ♦ Youville Residence

JOB DESCRIPTION

TITLE:	Clinical Nurse Leader	UNION:	BCNU
SITE:	Providence Health Care	RATE:	Level 4
DEPT/PROGRAM:	Nursing	CLASSIFICATION:	DC2
JD CODE#:	000325	JOB CODE:	900236

1.0 JOB SUMMARY

Within the context of a client and family centred model of care, and in accordance with the Mission, Vision, Values and strategic directions of Providence Health Care, the person promotes a safe, respectful, and civil working environment for patients, residents, families, visitors and staff.

Reporting to the Operations Leader, coordinates the day to day operations of a designated nursing unit and supervises staff. Acts as a clinical resource to nursing staff and interdisciplinary team members in the provision of direct care to patients/residents. Assists the Operations Leader in assessing clinical development needs/interests of staff, and with orientation and educational programs. Assists in the promotion of research and quality improvement initiatives within the program team.

2.0 QUALIFICATIONS

2.1 Education, Training and Experience

Registration with the British Columbia College of Nurses and Midwives as a practicing RN registrant, qualifications required of staff nurse in clinical area, plus three years of recent related experience in clinical specialty, or an equivalent combination of education, training and experience.

****For Clinical Nurse Leader vacancies in mental health services and in extended and intermediate care services, positions will be dual posted for Registered Nurse/Registered Psychiatric Nurse with current practicing registration with the British Columbia College of Nurses and Midwives as a practicing RN or a practicing RPN registrant.**

2.2 Skills and Abilities

- Ability to supervise.
- Demonstrated knowledge and ability to perform Cardiopulmonary Resuscitation (CPR) procedures appropriate for the area of service.
- Ability to deal with and promote change.
- Ability to role model conflict resolution strategies.
- Ability to communicate effectively both verbally and in writing.
- Ability to apply decision making and analytical skills.
- Ability to deal with others effectively.
- Physical ability to carry out the duties of the position.
- Ability to organize and prioritize work.
- Ability to operate related equipment.
- Ability to teach, coach, and provide clinical supervision.
- Ability to collaborate with other members of an interdisciplinary team.
- Ability to match skills of staff with clinical needs.

3.0 DUTIES

- 3.1 Coordinates the day to day patient/resident care activities of the nursing unit by performing duties such as supervising staff, the active and ongoing monitoring and follow-up on the work of staff, coordinating work assignments, providing critical input on employee performance, orientating new employees, calling in relief staff as necessary, and authorizing overtime shifts. Problem-solves and troubleshoots staffing issues.
- 3.2 Monitors the patient/resident acuity and flow of patients/residents on the nursing unit, to ensure that staffing levels match patient/resident and unit needs. Makes adjustments to the assignments as changes in acuity occur.
- 3.3 Acts as a clinical resource to nursing staff, students, and other members of the interdisciplinary team, by demonstrating procedures, answering questions related to clinical practice issues, problem solving, and troubleshooting concerns. Advises Operations Leader and /or resource person of issues/concerns.
- 3.4 Participates in rounds/clinics and collaborates with nursing staff by assisting in the assessment of patient/resident problems and needs, planning and prioritizing of nursing intervention, and implementing and evaluating interventions.
- 3.5 Collaborates with nursing staff to determine needs for consultation with Physicians, Nurse Consultants, and other disciplines or departments. Arranges for consultation when required.
- 3.6 Acts as the patient/resident and family advocate by communicating patient/resident and family concerns to other members of the patient/resident care team. Intervenes if required.
- 3.7 Performs direct nursing care by assuming responsibility for a patient/resident assignment.
- 3.8 Provides input into the development, evaluation, and delivery of orientation, in conjunction with other members of the health care team. Makes recommendations regarding changes or new initiatives. Participates in the orientation of new employees.
- 3.9 Collaborates with the Operations Leader the nursing staff, and other team members, in identifying specific learning needs of nurses and implementing educational strategies and programs. Presents in-service educational sessions for staff as required.
- 3.10 Reviews policies, procedures, and reference materials, and provides feedback and input to the Operations Leader or designate for changes and modifications. Updates as approved.
- 3.11 Assists the Operations Leader and other resource nurses in promoting further education, by mentoring staff regarding educational opportunities, and assisting with interpersonal conflict resolution and the development of clinical nursing skills.
- 3.12 Provides input to the Operations Leader regarding Performance Planning and Coaching of unit staff. Acts as clinical resource to unit staff in the Performance Planning and Coaching process.
- 3.13 Assists the Nurses and other members of the interdisciplinary team in the identification of researchable clinical patient/resident care management problems. Participates in

research initiatives and projects related to patient/resident care and/or nursing practices as requested, disseminates findings, and assists in applying and implementing research findings into practice.

- 3.14 Provides input and recommendations to the Operations Leader regarding equipment, supplies, and staffing requirements. Advises the Operations Leader of concerns and problems and provides suggestions to resolve problems.
- 3.15 Collaborates with interdisciplinary care team members regarding quality improvement initiatives, by making recommendations for QI projects, implementing processes and procedures upon authorization, and evaluating results. Makes adjustments as required, upon authorization of Operations Leader.
- 3.16 Performs other related duties as assigned.

JOB DESCRIPTION APPROVED BY:

Candy Garossino,
Director, Professional Practice and Nursing

Date:

Compensation/Classification

Date: