

# Providence Health Care

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

## JOB DESCRIPTION

<b>TITLE:</b>	Registered Nurse	<b>UNION:</b>	Nurses' Bargaining Association
<b>SITE:</b>	Providence Health Care	<b>RATE:</b>	Level 3
<b>DEPT/PROGRAM:</b>	Nursing	<b>CLASSIFICATION:</b>	Direct Care 1 (DC1)
<b>JD CODE:</b>	000368	<b>JOB CODE:</b>	900252 (BCNU)/900726 (HSA)

### 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 Patient Care Manager, the Staff Nurse, assesses, identifies, plans, implements and evaluates the nursing care required to assist patients/residents in meeting their physical, social, spiritual and psychological needs using an established framework for nursing practice. Develops, implements, evaluates and revises the plan of care. Incorporates individual and/or group teaching into the care plan and nursing interventions and/or makes referrals to other identified resources. Supports other nurses and health care professionals by collegially sharing information and demonstrating procedures. The Staff Nurse works within an interdisciplinary clinical framework in accordance with the BCCNP Standards of Practice and consistent with the mission, vision and values and established protocols of Providence Health Care.

### 2.0 QUALIFICATIONS

#### 2.1 Education, Training and Experience

Current practicing registration as a Registered Nurse with the British Columbia College of Nurses and Midwives, or in Residential Care and Mental Health, currently practicing registration as a Registered Nurse or Registered Psychiatric Nurse with the British Columbia College of Nurses and Midwives.

\*\* For additional qualifications required in specific areas, please see attached information on "Additional Qualifications and Experience required for Specific Staff Nurse positions."

#### 2.2 Skills and Abilities

- Ability to communicate effectively both verbally and in writing.
- Demonstrated knowledge and ability to perform Cardiopulmonary Resuscitation (CPR) procedures appropriate for the area of service.
- Ability to work as a member in an interdisciplinary team.
- Ability to apply decision making and analytical skills.
- Ability to deal with others effectively.
- Ability to role model conflict resolution strategies.
- Physical ability to carry out the duties of the position.
- Ability to prioritize and organize work.
- Ability to operate related equipment.
- Ability to teach and identify patient/resident learning needs.
- Ability to lead patient/family group sessions.
- Ability to provide clinical direction.

### **3.0 DUTIES**

- 3.1 Reviews patient/resident status through methods such as reviewing the patient/resident chart and other written information, patient/resident observation, interviewing patient/resident and family members, completion of questionnaires, collateral information and consultation with peers and other members of the health care team.
- 3.2 Assesses patient/resident problems and needs, plans, implements, evaluates and prioritizes nursing care and nursing interventions and develops the plan of care for patients/residents using clinical judgement and evidence-based practice.
- 3.3 Provides nursing care according to identified policies and procedures, technology and PHC standards.
- 3.4 Monitors patient/resident progress, evaluates outcomes, reassesses if goals are not met, and modifies plan of care based on evaluation.
- 3.5 Records observations and reports problems and/or changes in patient/resident condition to designated staff.
- 3.6 Provides direct nursing interventions for management of crisis and life threatening situations.
- 3.7 Documents information including assessments, plan of care, patient/resident status and progress and discharge plans in a manual and/or computerized environment.
- 3.8 Accompanies patients in medical transport vehicles as required by the employer.
- 3.9 Identifies and responds to patient/resident and family learning needs, provides patient educational and reference materials, incorporates individual and/or group teaching activities into the care plan and nursing interventions, and/or makes referrals to other identified resources. Leads group patient/family sessions as required and coaches patient/resident/family to develop and maintain health promoting behaviours within the context of the care issue.
- 3.10 Provides direction to other staff such as Care Attendants and Licensed Practical Nurses with regard to patient/resident care and facilitates effective team work. Responsibilities include but are not limited to collegial sharing of information, demonstrating and/or providing guidance on related tasks, providing incidental or ad hoc input into staff performance, ensuring staff are aware of assignments and reassigning clinical/health related tasks.
- 3.11 Participates in nursing orientation and shares clinical knowledge with other nursing staff, nursing students and other members of the interdisciplinary team. Participates in and attends in-service presentations and other educational programs as required.
- 3.12 Participates in planning, implementation and evaluation of patient/resident care policies, procedures, education materials, and best practices through methods such as taking part in program and quality improvement activities including nursing practice council, clinical pathway development, research and education and other committees.
- 3.13 Supports nursing research through methods such as identifying areas for possible clinical nursing research projects, adapting research to practice and participating in research activities to enhance nursing practice.
- 3.14 Facilitates discharge plans and liaises with families and community resources agencies.
- 3.15 Advocates for the patients/residents, to protect and promote their rights to dignity, respect, privacy, confidentiality, autonomy and access to information.

3.16 Performs other related duties as assigned.

**JOB DESCRIPTION APPROVED BY:**

\_\_\_\_\_  
Candy Garossino  
Director Professional Practice & Nursing

\_\_\_\_\_  
Date:

\_\_\_\_\_  
Compensation/Classification

\_\_\_\_\_  
Date:

# ADDITIONAL QUALIFICATIONS AND EXPERIENCE REQUIRED FOR SPECIFIC STAFF NURSE POSITIONS

## Summary of Units

### **Addiction Services**

Job Description Code# 001430

### **Breast Clinic**

Job Description Code# 001051

### **Bronchoscopy**

Job Description Code# 001181

### **Cardiac (5a) or (5b)**

Job Description Code # 000340

### **Cardiac Cath Labs/Cardiac Short Stay/Cardiac Procedure Room and Electrophysiology Lab**

Job Description Code # 000341

### **Cardiac Short Stay Unit**

Job Description Code # 000916

### **Cardiac Surgery Intensive Care Unit**

Job Description Code # 000344

### **Chronic Pain Program**

Job Description Code # 000362

### **Community Elder Care Mental Health Nurse**

Job Description Code # 002278

### **Continence Care**

Job Description Code #001450

### **Cardiac Intensive Care Unit, Coronary**

Job Description Code #000342

### **Diabetes**

Job Description Code # 001461

### **Elder Care-Ambulatory Services**

PeopleSoft # 001010

### **Electrophysiology**

Job Description Code # 000347

### **Emergency**

Job Description Code #000348

### **Emergency Psychiatry**

Job Description Code # 000349

### **Endoscopy Suite**

Job Description Code #001396

### **Float**

Job Description Code # 000350

### **Gastrointestinal Clinic**

Job Description Code # 000352

### **Geriatric Triage Nurse**

Job Description Code # 000895

### **Hemodialysis**

Job Description Code # 000353

### **Hemodialysis Vascular Access Program**

Job Description Code # 001053

### **High Acuity**

Job Description Code # 001073

### **Hospice/Palliative Care**

Job Description Code #001459

### **Intensive Care Unit**

Job Description Code # 000354

### **Intravenous Therapy**

Job Description Code # 000356

### **Intravenous Therapy/PICC**

Job Description Code# 000906

### **John Ruedy Clinic**

Job Description Code #000720

**Maternity**Job Description Code # 000357**Maternity – Complex Care Clinic**Job Description Code # 002235**Maternity Float**Job Description Code # 000359**Medical Short Stay/Outpatient**Job Description Code # 000358**Mental Health**Job Description Code # 000346**Neonatal Intensive Care Unit (NICU)**Job Description Code # 000367**Operating Room**Job Description Code # 000360**Outpatient Areas**Job Description Code # 000361**Outpatient Area – Renal**Job Description Code #001347**Outpatient Area– Renal Navigator**Job Description Code #002155**Post Anaesthetic Care Unit**Job Description Code # 000364**Pre-Admission Clinic**Job Description Code # 000365**Radiology**Job Description Code # 000366**RN – Patient Learning**Job Description Code #001530**RN-RPN**Job Description Code # 000815**Surgical Day Care**Job Description Code #002516**Transition - Emergency**Job Description Code #002203**Urban Health**Job Description Code # 002252**Youth Clinic Nurse**Job Description Code #002069

## **Additional Qualifications and Experience**

### **Addiction Services**

One year recent, related experience in providing addiction services in a health care setting or an equivalent combination of education, training and experience.

### **Breast Clinic**

Two years recent, related experience in surgical and/or oncology nursing with specific experience in breast health and related diagnostic investigations or an equivalent combination of education, training and experience.

### **Bronchoscopy**

Completion of a recognized critical care nursing program or a recognized high acuity program or two (2) years recent experience in critical care.

### **Cardiac (5a) or (5b)**

Successful completion of an ECG monitoring course within one month of appointment.

### **Cardiac Cath Labs/Cardiac Short Stay/Cardiac Procedure Room and Electrophysiology Lab**

Completion of a post graduate critical care course, or one year recent experience in a critical care or equivalent setting.

### **Cardiac Short Stay Unit**

One year Cardiac Telemetry monitoring experience.

### **Cardiac Surgery Intensive Care Unit**

Completion of a post graduate critical care course or one year of recent critical care experience.

### **Chronic Pain Program**

Two years' recent medical/surgical experience with adults living with pain; demonstrated skills competency and proficiency in programming and managing implantable neuromodulation devices and related interventions for the management of chronic pain or an equivalent combination of education, training and experience.

### **Community Elder Care Mental Health Nurse**

Two years' recent, related experience in geriatric psychiatric nursing. Requires the use of a personal vehicle and valid BC Driver's License.

### **Continence Care**

Completion of a recognized Continence Promotion and Management Program or Continence Nurse Certificate or two years' recent continence experience.

### **Cardiac Intensive Care Unit, Coronary**

Completion of a post graduate critical care course or one year of recent critical care experience.

### **Diabetes**

Certification as a Diabetes Educator (CDE), and one (1) year of recent experience in providing diabetes education or two (2) years' recent medical/surgical experience and successful completion of Certification as a Diabetes Educator (CDE) within twelve (12) months of appointment.

### **Elder Care-Ambulatory Services**

One year recent acute elder care medicine or elder care ambulatory experience and/or one year of recent community experience and successful completion of gerontology certificate.

### **Electrophysiology**

Completion of critical care nursing course and one year of recent critical care experience and successful completion of a four week clinical orientation.

### **Emergency**

Two years' recent experience working in a tertiary care emergency department and/or two years' recent medical/surgical experience with an approved post-basic emergency nursing specialty program.

### **Emergency Psychiatry**

Two years' recent psychiatric nursing experience in a tertiary care emergency department and/or two years' recent acute psychiatric experience in a tertiary care facility or mental health facility.

### **Endoscopy Suite**

Two (2) years' recent operating room, emergency room, or surgical experience plus one (1) year recent endoscopy experience, or an equivalent combination of education, training and experience.

### **Float**

Two years' recent medical/surgical experience and successful completion of a first aid course, level 2 within two months of appointment.

### **Gastrointestinal Clinic**

Two (2) years' recent operating room, emergency room, surgical, or endoscopy related experience or an equivalent combination of education, training, and experience.

### **Geriatric Triage Nurse**

Registered Nurse with current practicing registration with the British Columbia College of Nurses and Midwives. Two years' recent experience working in an emergency department. Triage experience. Demonstrated interest in care of the geriatric population.

### **Hemodialysis**

Completion of a post graduate program in Nephrology nursing, or one year of recent experience in hemodialysis.

### **Hemodialysis Vascular Access Program**

Two (2) years' recent hemodialysis experience and proficiency with managing complex vascular accesses. Must hold a valid driver's license. Must have access to a vehicle.

### **High Acuity**

Completion of a post graduate high acuity nursing course. Consideration will be given to candidates with one year's recent, related experience in an equivalent setting or an equivalent combination of education, training and experience.

### **Hospice/Palliative Care**

Certification in Hospice/Palliative Care plus one (1) year's recent, related palliative nursing care experience in an acute care facility or an equivalent combination of education, training and experience.

### **Intensive Care Unit**

Completion of a post graduate critical care course, or two years' recent experience in an equivalent setting.

### **Intravenous Therapy**

Two years recent medical/surgical experience required including demonstrated skills competency and proficiency in IV Therapy.

### **Intravenous Therapy Peripheral Inserted Central Catheter (PICC)**

Two years recent IV Therapy experience required and demonstrated skills competency and proficiency in IV Therapy.

### **John Ruedy Clinic**

Two years' recent related experience, including HIV/AIDS experience; completion of the Point of Care HIV Testing course; and successful completion of the BCCDC Immunization certificate. CRNBC Sexually Transmitted Infection (STI) Management certification, or evidence of enrollment.

### **Maternity**

Two years' recent experience in a maternity setting with a labour and birth component and/or recent completion of a Perinatal Nursing Specialty certificate and/or recent Midwifery certificate. Current neonatal resuscitation certification.

### **Maternity Complex Care Clinic**

Two years' recent experience in a maternity setting with a labour and birth component and/or recent completion of a Perinatal Nursing Specialty certificate and/or recent Midwifery certificate. One year recent experience working with maternity complex care patients. Current neonatal resuscitation certification.

### **Maternity/ Neonatal Intensive Care Unit (NICU) Float**

Two years' recent experience in a maternity setting with a labour and birth component and/or recent completion of a Perinatal Nursing Specialty certificate and/or recent Midwifery certificate. One year of recent experience in Neonatal Intensive Care Unit (NICU) and/or completion of a Neonatal Nursing Specialty. Current neonatal resuscitation certification.

### **Medical Short Stay/Outpatient**

Successful completion of chemotherapy training within three months of appointment. Two years' recent medical/surgical experience, including demonstrated skills, competency, and proficiency in IV Therapy.

### **Mental Health**

One year recent experience in acute psychiatry or tertiary mental health or an equivalent combination of education, training and experience.

### **Neonatal Intensive Care Unit (NICU)**

Two years' recent experience in a Neonatal Intensive Care Unit (NICU) and/or recent completion of a Neonatal Nursing Specialty certificate. Current neonatal resuscitation certification.

### **Operating Room**

Completion of a post graduate operating room course, or two years' recent experience in an equivalent setting.

### **Outpatient Areas – All Clinics, Minor Surgery**

Two years of recent medical/surgical experience.

### **Outpatient Area - Renal**

Two years recent related renal experience, including 1 year of patient teaching experience.



### **Outpatient Area – Renal Navigator**

Two years recent related renal or peritoneal dialysis experience, including 1 year of patient teaching experience. Must hold a valid driver's license. Must have access to a vehicle.

### **Post Anaesthetic Care Unit**

Completion of a post graduate critical care course, or two years' recent experience in an equivalent setting.

### **Pre-Admission Clinic**

One year of recent surgical experience.

### **Radiology**

Successful completion of the St. Paul's Hospital intravenous therapy skills review within one month of appointment. Completion of a post graduate critical care course, or two years' recent critical care or radiology experience in an equivalent setting.

### **RN, Patient Learning**

Two years recent related experience.

### **RN-RPN**

Qualifications same as 000368 standard job description.

### **Surgical Day Care**

One year recent surgical experience.

### **Transition – Emergency**

Successful completion of an ECG monitoring course within one month of appointment.

### **Urban Health**

One year recent, related experience working in an Urban Health setting including experience with addiction, HIV/AIDS or Indigenous patient populations or an equivalent combination of education, training and experience.

### **Youth Clinic Nurse**

Two years' recent, related experience working with youth and young adults in a primary care and mental health/substance use setting; completion of the Point of Care HIV Testing course; and successful completion of the BCCDC Immunization certificate. CRNBC Sexually Transmitted Infection (STI) Management certification, or evidence of enrollment.