

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

TITLE:	Registered Nurse	UNION:	Nurses' Bargaining Association
SITE:	Providence Health Care	RATE:	Level 3
DEPT/PROGRAM:	Nursing	CLASSIFICATION:	Direct Care 1 (DC1)
JD CODE:	000368	JOB CODE:	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.