

JOB DESCRIPTION

JOB TITLE Experienced Resource Nurse		JOB CODE 003654
Pay Rate	DC2	
Classification	21002	
Bargaining Unit	Nurses' Bargaining Association	
Work Location/Union	Lions Gate Hospital, Richmond Hospital, Vancouver General Hospital, (BCNU)	
Program/Department	Operations Corporate Practice	
Supervisor's Title	Various areas/Staff Resource Centre Nursing	
Supervises	Manager	
Date Established	Nil	
Last Revision Date	July 11, 2011 N/A	

JOB SUMMARY

Within the context of a client and family centred care model, practices in accordance with the standards of professional practice and code of ethics as outlined by the College of Registered Nurses of British Columbia (CRNBC) and the established vision and values of the organization. This role works on a regular basis providing relief on various nursing units and functions as a mentor, experienced clinical resource and champion in the delivery of excellent patient care to nurses and other team members. Utilizes advanced clinical skills to function as a clinical resource including formally advising other nursing staff in nursing practice, providing clinical instruction, supporting staff training and development to the (nursing or interdisciplinary or care) team. This role takes on a leadership role in assisting unit leaders and teams by performing functions such as mentoring staff, implementation of new clinical practice initiatives and providing direction to individual staff and providing input and feedback regarding the operation of the unit(s). The role also provides nursing care to assigned clients both by working independently and as a member of an interdisciplinary team.

EXAMPLES OF DUTIES & RESPONSIBILITIES

1. Provides clinical instruction, mentorship and support to new and existing staff as required while providing direct care to patients. Facilitates learning by role modeling direct patient care skills and practices to staff, promoting skill development and clinical decision making, overseeing staff performing patient care and providing feedback to ensure care is provided according to program standards, standards of practice and clinical practice guidelines.
2. Facilitates staff learning by acting as a clinical resource and demonstrates expertise and leadership in nursing practice by methods such as demonstrating procedures, answering questions related to clinical practice issues, problem solving, troubleshooting concerns and leading clinical rounds.

3. Facilitates learning by role modeling direct patient care skills and practices to staff, promoting skill development, observing staff while performing patient care and providing feedback to ensure care is provided according to program standards and clinical practice guidelines. May support nurses to meet clinical competencies by performing clinical competency assessments, outlining expectations, reviewing learning needs and creating learning strategies and coordinating resources to facilitate staff and student success.
4. Collaborates with and supports clinical education on the units by establishing priorities for staff support on the shift when an educator is not available, or in support of education. Functions as a mentor to students and new hires and recent graduates on the shift. Supports preceptors/preceptees and mentors/mentees using teaching and learning principles as applicable.
5. Champions the implementation of new initiatives on the shift by methods such as providing direction, mentorship, training and support to staff and providing feedback and making recommendations to the unit leadership teams.
6. Consults and collaborates with interdisciplinary team members and other health care professionals/providers in the identification and resolution of a variety of patient care issues. Provides feedback and assists nursing staff and team members with critical thinking when patients experience variances to clinical guidelines/pathways. Works with patients, their families and other team members to understand and minimize variances.
7. Provides individualized care to client/family through methods such as initiating discussion to identify what is important from the perspectives of the client/family, assessing client health status, identifying client/family priorities and plans, and discussing professional care and services that support these plans. Observes, monitors, and evaluates client progress, symptoms, and behavioral changes. Recognizes and responds to anticipated/unanticipated client responses to care. Reorganizes priorities and revises care plans as required and includes client/family in evaluating progress towards their goals. Acts to resolve problems or to relieve care/emergent situations. Initiates discharge planning; identifies referrals to other health professionals. Initiates and facilitates discharge planning and referral to other health professionals/ community services.
8. 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.
9. Collaborates with unit leadership to support best practices related to operational decision making and clinical decision making.
10. Ensures a safe and healthy workplace for patients/clients and staff through methods such as effective orientation, training, promotion and monitoring of safe work practices and enforcement of health and safety requirements. Reports unsafe situations; investigates and takes corrective action and/or notifies appropriate personnel.
11. Performs other related duties as assigned.

QUALIFICATIONS

Education & Experience

Baccalaureate in Nursing, three (3) years of recent, related nursing experience in a clinical environment including experience preceptoring and as a charge nurse as well as high acuity training and leadership training or an equivalent combination of education, training and experience. Current practicing registration with the College of Registered Nurses of British Columbia (CRNBC).

Knowledge, Skills & Abilities

- Demonstrated ability to provide leadership and work direction.
- Broad knowledge of nursing theory and practice within a client/family centred model of care
- Broad knowledge of CRNBC's standards for nursing practice.
- Broad knowledge of nursing problems commonly encountered in a medical/surgical environment.
- Demonstrated ability to provide consultation, direction and leadership.
- Demonstrated ability to teach, demonstrate, facilitate, mentor and coach.
- Demonstrated ability to promote a creative learning environment.
- Demonstrated critical thinking and problem solving skills.
- Demonstrated ability to work independently and to work collaboratively as a member of an interdisciplinary team.
- Demonstrated ability to communicate effectively, both verbally and in writing, with co-workers, medical personnel, other health care staff, both one-on-one and in groups.
- Demonstrated ability to organize and to establish workload priorities.
- Demonstrated conflict resolution skills.
- Demonstrated ability to operate related equipment including computerized client care information system and relevant software.
- Physical ability to perform the duties and responsibilities of the position.
- Demonstrated skill in clinical techniques and the use of applicable equipment and supplies.
- Demonstrated skill in CPR techniques.

Operations Signature

Date

Practice Signature

Date