



## North Eastman Health Association Inc. Job Description

### Clinical Resource Nurse - ACUTE CARE

#### **Position Summary**

The Clinical Resource Nurse is a Registered Nurse who plays a key role as part of the multi-disciplinary team. He/she is responsible to coordinate, lead and supervise patient care delivery in a manner that reflects professional nursing practice and a team approach to providing care to patients and their families. The Clinical Resource Nurse will assess the ongoing patient needs and program needs, identify areas of concern and make recommendations to the Care Team Manager. The Clinical Resource Nurse will perform in a manner consistent with the NEHA Vision, Values and Mission Statement.

**Reports to:** Care Team Manager

**Union:** MNU

#### **Qualifications:**

##### **Education and Experience**

- Active registration with the College of Registered Nurses of Manitoba (CRNM) and a member in good standing
- Bachelor of Nursing Degree preferred. An equivalent combination of education and experience may be considered.
- Minimum of **3** years current acute care experience
- Additional educational preparation and experience in Nursing Leadership
- Current certification in BCLS, ACLS and TNCC
- Must have demonstrated ability to utilize the nursing process in clinical practice
- Must have the ability to communicate effectively both verbally and in writing with professional and non-professional staff, patients and their families
- Must have excellent organizational and interpersonal skills
- Must be committed to continuing professional development

##### **Key Responsibilities**

1. Participation in the orientation and teaching of new staff.
2. Promoting good interpersonal relationships by modelling professional behaviour and practice.
3. Mentoring nursing staff on the patient care unit to reflect best practices.
4. Coordinating the shift's requirements of matching clinical staffing and expertise to patient care while enabling a readiness to care for new patients.
5. Provides expert nursing care to patients; teaching nursing staff; performing charge nurse functions; advancing nursing practice and performing other related duties as assigned.

**Duties and Responsibilities**

The Clinical Resource Nurse is responsible for the completion and validation of the following nursing practices:

**A. Assessment**

- Assesses and prioritizes patient/ family needs and concerns on an ongoing basis.
- Assesses the need for appropriate skill mix of care-giving personnel, in collaboration with Care Team Manager.
- Assesses input from the multi-disciplinary team to maximize quality and continuity of patient care.
- Assesses for safe environment for patient to minimize risks to clients/ staff.
- Assesses and discusses the need for change in patient care standards, policies and procedures with Care Team Manager.
- Assesses the need for ongoing staff education related to changes in current treatments and practices.
- Identifies staff performance issues and consults with the Care Team Manager.
- Participates with staff in assessing the need for supplies and equipment repairs and makes recommendation to the Care Team Manager.

**B. Planning**

- Plans and develops patient care assignments and workloads to match skill sets of individual nurses.
- Plans for patient evaluation and assessment of expected outcomes with members of the multi disciplinary team.
- Assists the Care Team Manager in the timely communication of changes affecting client care delivery.
- Maintains effective communication with other programs/services to support quality care and service delivery.
- Demonstrates an awareness of therapeutic nurse-client relationships i.e. maintains professional boundaries and communication.
- Assists with the planning, implementation and evaluation of the patient care area/unit orientation.
- Participates in assessing the learning needs of staff and collaborates with the Care Team Manager and Staff Development Coordinator to enhance staff's knowledge base and clinical practice skills.
- Facilitates the implementation of new or revised policies and educational programs.

**C. Implementing**

- Is a role model in the provision of quality care by reinforcing philosophy, mission value statement, roles, objectives, policies and procedures to staff, patient and families.
- Is a resource to the team and liaisons with all other staff in provision of patient care.
- Participates on relevant committees, meetings and teams to improve client care.
- Assists and participates in the learning experience through rounds, interdisciplinary patient care conferences and informal and formal education sessions.
- Assists with communication and follow-up of change as required.
- Supports and participates in Risk Management and Quality Improvement programs and promotes Quality Improvement program goals with the team.

- Demonstrates understanding and assumes a leadership role related to issues, trends and changes, which affect the care team.
- Fosters a team approach to client care delivery.
- Assists staff in the management of client/family issues and/or concerns and reports to Care Team Manager in a timely manner.
- Promotes good interpersonal relationships by modeling professional behavior and practice and maintains a positive working climate.
- Assists the Care Team Manager in identifying the need for changes in current practice and assists with the implementation of required changes based on client population needs and client care requirements in conjunction with standards and guidelines.
- Provides clinical guidance and support to health care team members.
- Promotes safety awareness among staff and utilizes the nursing process to enable the delivery of safe, quality care for all clients
- Assists staff to collaborate with appropriate health care team members to plan individualized care plans in coordination with the medical plan of care to ensure continuity of care.
- Provides direct client care as required.
- Communicates client status concerns to appropriate health care team members in a timely manner.
- Reviews and follows-up with prescribed interventions i.e diagnostic, consults, etc.
- Assists staff with daily evaluation of client care goals and modification of interventions.
- Supports staff in advocating for client care needs.
- Maintains current knowledge of client status and notifies Care Team Manager of unusual situations.
- Participates in the development of and promotes adherence to facility unit policies, procedures, protocols and guidelines.
- Coordinates the effective and efficient provision of nursing resources to meet patient needs in the unit including patient assignments.
- Identifies and recommends actions that will improve functioning of the unit/clinical area.
- Coordinates the effective and efficient discharge and transfer of patients in collaboration with other members of the Health Care Team.
- Contributes to the assessment and evaluation of the clinical practise of staff in collaboration with the Care Team Manager and in accordance with College of Registered Nurses of Manitoba (CRNM).
- Assists the Manager with chart audits and guides the staff in meeting the documentation standards.

**D. Evaluation**

- Evaluates the effectiveness of team functions, patient care and services provided.
- Evaluates effectiveness of nursing interventions through the quality improvement program, feedback, and recommendations to staff.
- Participates in the education for and the evaluation of new products, equipment, technology and system processes to improve client care delivery.
- Performs in a manner that reflects the values of trust, compassion and excellence of service in interactions with clients, families, the health care team and the public.

**E. Professional**

- Participates in relevant education programs, in-services and workshops to increase professional competency and meet personal needs and goals.
- Seeks appropriate supervision of own actions.
- Participates in planning and implementing changes in a professional manner.
- Practices within the legal guidelines and ethical expectations of the nursing profession.
- Participates in continuous improvement and infection control programs.
- Participates in self-evaluation and contributes to the evaluation of the care team members.
- Provides care in a professional manner consistent with the Registered Nurses Act, College of Registered Nurses of Manitoba Standards
- Reports unsafe practice, professional incompetence, professional misconduct and incapacity or unfitness to practice of any health care team member through appropriate channels.
- Provides constructive feedback to members of the health care team in a timely manner.

**F. Teaching**

- Assist with new staff orientation on all shifts as required.
- Assists nursing personnel in identifying their learning needs and participates in teaching as required.
- Assists in the planning and orientation of new employees.
- Collaborates with the Staff Development Coordinator in planning, delivering and reinforcing education.
- Acts as clinical expert in the orientation and education of health care team members.
- Acts as a resource and role model for students, colleagues and others.
- Identifies orientation needs of staff and reports these to Care Team Manager.
- Facilitates the implementation of new or revised policies/procedures that relate to patient care.
- Contributes to an environment that encourages continuous learning, application of knowledge, critical thinking and application of research.
- Collaborates in the identification of staff readiness for additional responsibilities i.e. preceptor for students/staff, charge duties, etc.
- Assists in identifying client/family education needs and participates in the development of client education materials.

**G. Other**

- In an emergency situation, performs delegated activities as may be assigned.
- Performs other related duties as assigned.
- Maintains current knowledge of Disaster Plans and appropriate response to Emergency Codes

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

Approved by: \_\_\_\_\_  
Manager/ Supervisor Date

Approved by: \_\_\_\_\_  
Vice President/ CEO Date

Reviewed by: \_\_\_\_\_  
Director, Human Resources Date

**NOTE: Original Signed and Dated October 30, 2006**