



North Eastman Health Association Inc. Job Description

TEAM LEADER – ACUTE CARE

Position Summary

The Team Leader 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 Team Leader will assess the ongoing patient needs and program needs, identify areas of concern and make recommendations to the Care Team Manager. The Team Leader 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
- Minimum of 5 years current acute care experience
- Training in the Manitoba Nephrology Nursing Course required (applicable to Pine Falls Hospital only)
- Additional educational preparation and experience in Nursing Leadership
- Current certification in BCLS, ACLS and TNCC
- Current certification in Cardiopulmonary Resuscitation
- 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

Duties and Responsibilities

The Team Leader 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 for need for ongoing staff education related to changes in current treatments and practices.
- Identifies staff performance issues and consults with the Care Team Manager.
- Assesses the need for supplies and equipment and makes recommendation to the Care Team Manager

B. Planning:

- Plans and develops patient care assignments and workloads.
- Plans for patient evaluation and assessment of expected outcomes with members of the multi disciplinary team.

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.
- Ensures documentation on patient health record and care plan is updated and completed according to appropriate guidelines.
- Assists with communication and follow-up of change as required.
- Participates in Risk Management and Quality Improvement programs.
- Promotes Quality Improvement program goals with the team.
- Demonstrates understanding and assumes a leadership role related to issues, trends and changes which impact the care team.

D. Evaluation:

- Evaluates patient care and services provided.
- Evaluates the effectiveness of team functions.
- Evaluates effectiveness of nursing interventions through facility quality improvement program, feedback, and recommendations to staff.

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.

Teaching:

- 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.

Other

- In an emergency situation, performs delegated activities as may be assigned.
- Performs other related duties as assigned.

Revised:

Date

Approved by:

Manager/ Supervisor

Date

Approved by:

Vice President/ CEO

Date

Reviewed by:

Director, Human Resources

Date

NOTE: Original Signed and Dated November 4, 2003