



## North Eastman Health Association Inc. Job Description

### Clinical Resource Nurse – Long Term 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 resident care delivery in a manner that reflects professional nursing practice and a team approach to providing care to residents and their families. The Clinical Resource Nurse will assess the ongoing resident 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 and supports the Mission, Vision, Values & Guiding Principles of the North Eastman Health Association.

**Reports to:** Care Team Manager

**Location:** Various sites throughout the region

**Supervises:** Not applicable

**Union:** MNU

#### **Qualifications:**

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

- Active registration with the College of Registered Nurses of Manitoba (CRNM) or College of Registered Psychiatric Nurses of Manitoba (CRPN) 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 Long Term care experience
- Additional educational preparation and experience in gerontology Nursing and Nursing Leadership
- Current certification in BCLS

##### **Knowledge, Skills and Abilities**

- 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, residents and their families.
- Must have excellent organizational and interpersonal skills.
- Must be committed to continuing professional development.

##### **Key Responsibilities**

- Participating in the orientation and teaching of new staff.
- Promoting good interpersonal relationships by modelling professional behaviour and practice.

- Mentoring nursing staff on the resident care unit to reflect best practices.
- Providing expert nursing care to residents; teaching Nurses & Health Care Aide Staff; performing charge nurse functions; advancing nursing practice communicating with residents and families and performing other related duties as assigned.
- Supporting & promoting the Social Model of Care in the NEHA Long Term Care Facilities.
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**POSITION DUTIES AND RESPONSIBILITIES:**

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

**A. Assessment**

- Assesses and prioritizes resident/ family needs and concerns on an ongoing basis.
- Assesses input from the multi-disciplinary team to maximize quality and continuity of resident care.
- Assesses for safe environment for resident to minimize risks to resident/family/staff.
- 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 resident care assignments and workloads of Nurses and Health Care Aides.
- Assists the Care Team Manager in the timely communication of changes affecting resident care delivery.
- Maintains effective communication with other programs/services to support quality care and service delivery.
- Assists with the planning, implementation and evaluation of the resident 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.
- Participates in the development and revision of policies and procedures as directed.
- Facilitates the implementation of new or revised policies and educational programs.

**C. Implementing**

- Provides guidance and leadership on a daily basis and is a role model in the provision of quality care by reinforcing philosophy, mission value statement, social model of care, policies and procedures to staff, residents and families.
- Is a resource to the team and liaisons with all other staff in provision of resident care.
- Participates on relevant committees, meetings and teams to improve resident care.
- Assists and participates in the learning experience through interdisciplinary resident 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 resident care delivery.
- Assists staff in the management of resident/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 resident population needs and resident care requirements in conjunction with Manitoba Health standards and guidelines.
- Provides clinical guidance and support to health care team members.
- Participates in resident physician rounds and promotes safety awareness among staff and utilizes the nursing process to enable the delivery of safe, quality care for all residents
- Leads the facilitation and development of the interdisciplinary resident care plan process, annual resident conference and family conferences/meetings.
- Provides direct resident care as required.
- Communicates resident 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 resident care goals and modification of interventions.
- Acts as an advocate by recognizing and reporting when the resident rights to health care, confidentiality, privacy and informed consent are at risk.
- Maintains current knowledge of resident status and notifies Care Team Manager of unusual situations.
- Participates in the development of and promotes adherence to the Long Term Care program policies, procedures, protocols and guidelines.
- Identifies and recommends actions that will improve functioning of the unit/resident area.
- 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) and College of Registered Psychiatric Nurses of Manitoba (CRPN).
- Assists the Manager with indicator data collection, chart audits and guides the staff in meeting the documentation standards.
- Performs other related duties as assigned.

**D. Evaluation**

- Evaluates the effectiveness of team functions, resident 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 resident care delivery.
- Performs in a manner that reflects the values of trust, compassion and excellence of service in interactions with resident, families and the health care team.

**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.
- Practices within the legal guidelines and ethical expectations of the nursing profession.
- Participates in continuous improvement 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 nursing & Health Care Aide staff orientation.
- Assists nursing & Health Care Aide personnel in identifying their learning needs and participates in teaching as required.
- Collaborates with the Staff Development Coordinator in planning, delivering and reinforcing education.
- Provides leading practice knowledge in nursing to all staff within the scope of their responsibilities.
- Facilitates the implementation of new or revised policies/procedures that relate to resident 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 resident/family education needs and participates in the development of resident education materials.

**Workplace Safety and Health**

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

**Patient Safety**

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
- Other duties as assigned.

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

Approved by: \_\_\_\_\_ September 7, 2010  
Manager/ Supervisor Date

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

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