

VERNON NATIVE HOUSING SOCIETY

POSITION TITLE: REGISTERED NURSE/REGISTERED PSYCHIATRIC NURSE - MENTAL HEALTH AND SUBSTANCE USE (MHSU)
WAGE SCALE: \$98,790/Annum 37.5 hrs/wk
FULL-TIME/NON-UNION

Complex Care Mandate:

Vernon Native Housing Society is creating a Complex-Care home for ten Indigenous women. This home will be a new approach to Indigenous focused nursing care, creating a harm reduction program, focused on cultural safety and a trauma informed approach to complex indigenous clients.

General Overview of the Position:

In accordance with established vision and values of the organization, as well as within a client and family centered care model, this position practices in accordance with the standards of professional practice and code of ethics as outlined by the British Columbia College of Nurses and Midwives (BCCNM).

The Registered Psychiatric Nurse functions as a member of the larger Complex Care Housing team and as a member of a designated multi-disciplinary team whose purpose is to ensure that persons with serious severe and persistent mental health problems, and/or problematic substance use and/or development disability issues who may or may not be in crisis have access to timely, responsive, evidence based treatment and clinical supports across the continuum of available services. The Registered Nurse provides assessment, treatment, case management, community support, and as required, urgent response to clients who may also have serious functional impairment in the domains of physical health and personal, family, financial, occupational, and social life. The Registered Nurse functions as a primary clinician utilizing a variety of specialized treatment modalities/therapies for individuals, groups of clients and/or their families.

Job Description:

Role and Responsibilities:

1. Conducts assessments of the client's condition and determines the client's needs, including identifying early symptoms by performing duties such as:
 - a. meeting directly with the clients and observing the client's symptoms,
 - b. working in the client's home, and or social environment, and observing conditions,
 - c. talking to family members and friends, physicians, caregivers, and others when appropriate.
2. Provides bio/psycho/social services in the assigned clinical area(s) that include a continuum of options designed to optimize clients' recovery and ability to function by performing duties such as:
 - a. providing intake, orientation, crisis stabilization, service bridging and mental health and substance use assessments,
 - b. identifying primary issues and stage of change; collaboratively planning treatment goals and action plans with the client,
 - c. ensuring that treatment and action plans are implemented and needed services are in place in as much as the client agrees to such services,
 - d. using evidence based individual/group counseling, crisis stabilization interventions, psycho-educational interventions and/or other treatment modalities (which are in accordance with

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professional standards and clinical policies and practices) to promote client self-determination, strengthen readiness for change, and improve psychosocial functioning,

- e. facilitating clients use of appropriate community resources by keeping knowledgeable about other services,
- f. offering consultation, support, and education to families, informal supports, community agencies, and other health care providers involved with CCH clients,
- g. advocating for clients by providing assistance in accessing community assets/services that contribute positively to the social determinants of health,
- h. responding to risk indicators that identify a need for clinical or legal intervention to ensure safety and well-being of an individual or others,
- i. providing assertive or planned outreach services including emergency medication administration as required by the client population or individual client,
- j. recommending and facilitating hospital admissions as necessary/required,
- k. Providing a rapid response to referrals as necessary/required.
- l. Utilizing a variety of interpersonal skills, engages with each client to facilitate the building of a therapeutic working relationship.

3. As required by the assigned clinical area(s) provides case management, counseling, and other forms of direct service, and directly provides or assists the clients to access services to deal with treatment and recovery issues such as: liaising with other agencies, medication management, problem solving, crisis management, nutrition, physical health, money management, personal hygiene, household management, coping skills, education, vocational training, and interpersonal relationships.

4. Arranges access to specialized services such as substance use, forensic/criminal justice, developmental disability, and acquired brain injury.

5. Identifies the need for and ensures or arranges transition plans are in place for clients transferring between levels of care, including involvement in discharge planning and follow up after an admission to a hospital unit or emergency department.

6. Works with any client who presents asking for CCH services by providing the assistance directly or through linking the client to the appropriate service and staying involved until the linkage is made.

7. Documents assessments, treatment formulations, care plans and progress notes according to professional standards and established guidelines, policies and procedures which may include computerized records and databases. Collects information for specific client groups and/or clinical areas and prepares summary reports as required/directed.

8. Contributes to the development and revision of standards of care, policies and procedures and advocates for improvements in clinical nursing practice, health care and health care services. Participates in research studies, surveys, and focus groups as directed for improved service.

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9. Identifies and assesses potential emergency situations and develops short-term strategies to handle appropriately, including actions such as applying suicide alertness and prevention skills, responding to overdose in accordance with established procedures, using first aid, assisting a client to access drug checking services, and assisting a client to access overdose prevention services.

10. Under the direction of the Manager, contributes to and/or carries out quality assurance activities and projects, analyzing and acting upon information received through incident reports, evaluations, and other data including collecting and compiling statistical data for research and evaluation purposes and contributing to the development of outcome measures for mental health and substance use services.

11. Participates in “on-call” and “call-out” schedules to enhance and extend support activities for residents and families in the Complex Care Housing program.

12. Establishes effective working linkages/relationships with all pertinent service providers or key partners such as local police, RCMP, community agencies, hospitals, long-term care facilities, primary care physicians, and psychiatrists, to maximize treatment resources for clients.

13. Communicates and shares information with community agencies and the public about mental illness and mental health and/or substance use services, promoting good public relations and facilitating efficient and cooperative relationships.

14. Participates as directed in meetings and committee work to meet organizational goals and strategic directives.

15. Demonstrates an awareness of the overall needs of the service/assignment by:

- a) planning, organizing, and establishing priorities,
- b) using resources effectively and efficiently, and
- c) Responding to unanticipated events and changing client or service/assignment needs.

16. Participates and attends in-service and other educational programs as required. Identifies learning needs, develops goals and maintains and updates current clinical competence and knowledge within area of practice.

17. Acts as a preceptor or mentor to guide the clinical experience of assigned nursing staff and students; participates in orientation and mentoring of new health professionals; and provides input to the Manager as requested on individual’s progress in achieving established standards of care.

18. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training and Experience:

- Graduation from an approved school of nursing.

Created: January 23, 2024

Amended:

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- Two (2) years' recent related experience in a mental health and substance use environment or an equivalent combination of education, training and experience.
- Current practicing registration with the British Columbia College of Nurses and Midwives (BCCNM).
- Current valid B.C. driver's license.

Skills and Abilities:

Assessment and Intervention – Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) and provide nursing care through appropriate/prescribed technical, therapeutic, safety type interventions.

Communication – Demonstrated ability to communicate effectively with the clients, families, the public, medical staff and the members of the interdisciplinary team using verbal, written and computer communication means.

Critical Thinking – Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve effectively.

Human Caring and Relationship Centered Practice – Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitive to diverse cultures and preferences, client advocacy and social justice concerns.

Teaching – Ability to transmit information intended to instruct clients and others about topics essential to health care and well-being.

Management – Manages time and resources, implementing activities to promote cooperation among relevant others, collaboration across disciplines and related activities.

Leadership – Promotes staff morale, cooperation, assertiveness and risk-taking, creative planning for change and innovations, implementation of organizational policies or other protocols, and ongoing professional development of self.

Knowledge Integration – Using factual information, prior learning, and basic principles and procedures to support decisions and actions with relevant research-based evidence. Integrates best practice from nursing and health-related disciplines and the humanities, arts, and sciences disciplines into professional practice.

Ability to operate related equipment including relevant computer applications.

Physical ability to perform the duties of the position.

Preference will be given to **Indigenous applicants** as per Section 41 of the BC Human Rights Code