



Internal/External Job Posting

#011222C

Job Title: Registered Nurse – Primary Care

Grid Level: Grid 16 - Paraprofessional BCGEU wage grid position reporting to the Operations Manager

Hours: Permanent Full – Time, 37.5 hours/week; or negotiated Part - Time

Anticipated start date: Negotiable

Reporting to the Operations Manager, the Primary Care Nurse is a Registered Nurse working independently and collaboratively as a member of the multidisciplinary health care team. The Primary Care Nurse is responsible for direct client primary care at the Community Health Centre. The Primary Care Nurse provides direct patient care, health promotion, and outreach nursing services as part of an interdisciplinary team which includes Physicians, Nurse Practitioners, Social Workers, and Medical Office Assistants.

The Primary Care Nurse practices in accordance with relevant provincial legislation, nursing standards, the Practice and Professional Standards, and Code of Ethics as outlined by the BC College of Nurses and Midwives (BCCNM) and the Canadian Nurses Association (CNA), employer policies, procedures, guidelines, and other controls on practice. This position will be paid at Registered Nurse, Grid Level 16, Paraprofessional BCGEU wage grid.

Posting date: Oct 3, 2022

Closing date: Open Until Filled

Please submit your application by email to cwalton@pcfsa.org

This position requires BCGEU Union membership.

Detailed job description is attached.

JOB DESCRIPTION - September 2022

Primary Care Registered Nurse Grid Level: 16 Paraprofessional – Nurse

Primary Duties & Responsibilities

- Collects data using a systematic nursing assessment of client needs using skills of observation, communication, and physical assessment; develops a plan of care and teaching, setting priorities to address assessment findings and reflect the expectations, beliefs, and choice of the client. Continually evaluates the client's response and modifies objectives and priorities to achieve optimal health.
- Triage clients for urgent same day drop-in, telehealth, and virtual health to ensure seen by the appropriate health care provider within the Primary Care Team.
- Delivers quality client care in accordance with established standards, policies, procedures and the goals, values, and direction of the Community Health Center:
 - Provides nursing assessments and interventions related to common diagnosis and specific clinical situations relevant to vulnerable populations (e.g. chronic disease, infectious disease, chronic pain, addictions, mental health)
 - Performs focused secondary assessments, integrates information from a variety of sources, including diagnostics, and develops a plan of care relevant to the priority populations.
 - Provides care and treatment within the RN scope and role; performs nursing skills, included delegated medical functions and specimen acquisition in accordance with established policies, protocols and procedures, and arranging for referral when necessary.
 - Assesses, plans, implements, documents, and evaluates the care needs and goals for individual clients and their families. Synthesizes information collected by other health care members to develop a plan of care and organize nursing care for clients within established care plans. Ability to provide treatment planning, counseling, crisis interventions and case coordination.
 - Documents and reports all assessments, records observations, care provision and client responses in accordance with policies, protocols, procedures, and standards, which may include computerized records and databases. Protects and secures all client records and supplementary related documents by monitoring access and maintaining appropriate disposition of the documents/information to protect confidentiality.
 - Collaborates with other health care team members, clients, and caregivers to design, coordinate, implement, update, evaluate and modify the nursing component of the plan of care for clients. Coordinates case conferences as needed.
 - Provides virtual care and home health monitoring in accordance with the plan of care. o Communicates pertinent information to the client, caregiver, and members of the clients' health care team.
 - Immunizing children and adults; using epidemiological methods to investigate and follow-up on reportable communicable diseases in accordance with established policies and procedures.
 - Conducting home and follow-up visits as required to monitor care being provided in a safe, efficient, and effective manner and the achievement of identified service goals.

- Identifies and addresses client and caregiver learning need relevant to the client’s health concerns, such as performance of self-care activities, coping skills, and lifestyle adaptation.
- Establishes therapeutic relationships with clients and caregivers using interpersonal and interviewing techniques, ensuring clients and caregivers maintain choice and autonomy in decision making and are included in all aspects of care planning.
- Broad knowledge of the following:
 - Crisis interventions and counseling skills
 - Mental health issues and substance use and treatment; including harm reduction approaches
 - Local community and social service resources and referral options
 - Strategies or practices to address social determinant of health and health inequity
- 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.
- Contributes to a healthy and safe working environment by observing and promoting universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries and near misses.
- Participates in case conferences, treatment plan reviews, in-services, staff meetings and emergency/disaster drills and planning.
- Demonstrates personal initiative in identifying own learning goals and maintains and updates clinical competence and knowledge.
- Preceptors and mentors assigned new employees and students to guide the clinical experience and provides feedback to mentee and leadership as requested.
- Performs other related duties as required.

Qualifications

Education

- Bachelor of Nursing degree from an accredited university.
- Current registration, in good standing, with BC College of Nurses and Midwives (BCCNM).
- Valid BC Driver’s License.
- Active BCCNM certification in Remote Nursing and/or Reproductive Health an asset.
- Other additional specialization or training in the fields of gender affirming care, immunization, psychiatric nursing or substance use disorders an asset.

Experience

- Minimum two (2) years recent related experience
- Experience providing front-line services to individuals with diverse experiences, including those with diversabilities, 2SLGBTQ+ individuals, people experiencing homelessness, individuals with mental health and/or substance use challenges, and racialized peoples an asset.

Knowledge, Skills, and Abilities

- Ability to apply nursing process as required and described in BCCNM’s Standards of Nursing Practice. Demonstrates ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) and provide nursing care through evidence informed guidelines.

- Demonstrates clinical competence and the ability to provide client-focused, trauma informed and culturally safe care.
- Establishes therapeutic relationships with clients and caregivers using interpersonal and interviewing techniques, ensuring clients and caregivers maintain choice and autonomy in decision making and are included in all aspects of care planning.
- Demonstrates effective written, electronic, and verbal communication.
- Demonstrates knowledge of community health practice, chronic disease management, geriatric and palliative nursing practice within a client and caregiver centered approach.
- Works effectively as part of a multidisciplinary team, with other staff, with clients, their caregivers, and families. Demonstrates ability to instruct clients and others about topics essential to health care and well-being.
- Utilizes sound judgment, good observation and assessment skills, and empathy. Demonstrates ability to critically assess and evaluate health research literature to determine best practices; ability to introduce education and evidence-based research.
- Demonstrates conflict resolution, critical thinking, and problem-solving skills.
- Demonstrates ability to manage time and resources effectively, prioritizes and organizes work appropriately.
- Ability to perform the duties of the position and operate related equipment and technology.

General Expectations

- The RN is responsible for their own professional proficiency by keeping up to date on relevant clinical and social developments potentially affecting practice.
- The RN is expected to become familiar with and be aware of all relevant policies and best practice standards of PCFSA and the CHC, as well as to contribute to appropriate organizational development activities and practices. Maintain current CPR Certification.
- Dedication to creating and maintaining a culturally safe workplace based on cultural humility, sensitivity, and awareness; ensuring cultural values and traditions are respected in all activities.

Working Conditions

- Proof of full vaccination against COVID-19 is a condition of employment as per the PHO.
- This position is a BCGEU Union position and salary will be determined by the negotiated Wage Grid
- The Primary Care Nurse may be expected to use their own vehicle during the course of employment. Maintaining a valid driver's license and adequate insurance coverage (of at least \$3,000,000) is required. Mileage will be reimbursed as per PCFSA policies and procedures.
- As a family-serving agency, all staff are required to maintain appropriate standards, including adopting a code of ethics and standards of confidentiality.
- Upon hiring, and at regular intervals, must provide a satisfactory criminal record check that verifies they are able to work in this sector, prior to commencement of employment and recurring.
- The first 6 months of employment constitute a probationary period, at the end of which a performance appraisal is conducted to determine the sustainability for further employment.

This job description is subject to finalization of the Job Evaluation process.