



Job Title: Residential Facility Nurse
Facility: Canadian Mental Health Association
Reports To: Director of Strategic Operations
Bargaining Unit: BCNU
Status: Casual

ORGANIZATION OVERVIEW

The Canadian Mental Health Association (CMHA) Vernon & District Branch, which is part of a provincial and national organization, is a non-profit organization focused on promoting mental wellness in the community of Vernon and surrounding areas in the North Okanagan. We believe in empowering individuals, groups, and communities in self-determination to enhance their mental health. CMHA facilitates access to the resources people require to improve mental health and community integration, build resilience, and support recovery from mental illness through building capacity, influencing public policy, providing services and support, and developing resources. We are committed to providing an environment free from prejudice, discrimination, and harassment. We strive to reflect the entire community in our volunteers and staff and promote equal access to our services.

JOB SUMMARY

The Residential Facility Nurse provides nursing care to psychiatric clients and practices in accordance with the standards of professional practice and code of ethics as outlined by the College of Registered Nurses of British Columbia (CRNBC) or the College of Registered Psychiatric Nurses of British Columbia (CRPNBC) as well as within a patient and family centered care model.

The Residential Facility Nurse works independently and as a member of the interdisciplinary team; consults, confers and collaborates with the IH Mental Health (MH) facility Case Manager; demonstrates continuous improvement and evidence-based practice in nursing practice; maintains and advances own clinical competence

DUTIES AND RESPONSIBILITIES

Clinical Care

- Provides nursing care to psychiatric clients to address compromised health related issues such as: impaired functioning related to mental and emotional distress and crisis; alteration in thinking and self-concept; behaviours that require care, supervision, and control to prevent the patient from substantial mental or physical deterioration, or for the protection of the patient and others; side effects and toxicities associated with psychopharmacologic interventions
- Performs physical and holistic client assessments (bio/psycho/social/environmental/spiritual) and develops and implements, in conjunction with IH MH facility Case Manager, clients, care team and significant



others, an individualized plan of care using known best practice and evidence-based standards.

- Establishes therapeutic relationships with clients and families
- Observes, plans, organizes, monitors, and evaluates client outcomes and revises care plans as necessary. Initiates measures to relieve crisis and emergent situations, and to manage aggressive and suicidal behaviour; administers prescribed medications and monitors client response and side effects; identifies, coordinates and ensures referrals to other health professionals
- Consults and collaborates with inter-professional colleagues including Emergency Department and Mental Health Emergency Services (CRT). Liaises with residents family members and /or significant others, medical staff, IH MH facility Case Manager and other community health professionals and agencies
- Receives referrals from the IH MH facility Case Manager and works in collaboration with the case manager in regard to admission
- In collaboration with the IH MH facility Case Manager, initiates and facilitates discharge planning and referrals to community services as needed
- Organizes and ensures that care planning and residents recordkeeping are accurate and kept up to date
- Reports and records all incident reports and provides copies to Residential Facility Team Lead, CMHA and IH in a timely manner
- Performs other related duties as assigned
- Demonstrated commitment to fostering an equitable, diverse, and inclusive team environment
- Attend training sessions that promote equity, diversity, and inclusion

QUALIFICATIONS:

Education, Training & Experience

- Graduated from an approved school of nursing and recent related experience, or an equivalent combination of education, training and experience
- Current practicing registration with the College of Registered Nurses of British Columbia (CRNBC) or the College of Registered Psychiatric Nurses of British Columbia (CRPNBC)
- Current First Aid and CPR certification
- Valid BC Driver's License

Skills & Abilities

- Demonstrated ability to foster an equitable and inclusive environment
- 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 clients, families, the public, medical staff and the members of the interdisciplinary team using verbal, written and computer communication
- 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 staff 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 CMHA 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
- Physical ability to perform the duties of the position
- Demonstrated computer literacy and understanding of general office processes

CMHA Vernon is committed to building an inclusive workplace and community and seeks candidates who share our commitment to equity, diversity, and inclusion.

Please send your resume to careers@cmhavernon.ca