



POSITION DESCRIPTION

POSITION TITLE:	CLINICAL RESOURCE NURSE (CRN) – LICENSED PRACTICAL NURSE (LPN)
DEPARTMENT:	CLINICAL PROGRAMS
CLASSIFICATION:	CRN - LPN
UNION:	MNU

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	CLINICAL TEAM MANAGER
POSITIONS SUPERVISED:	NOT APPLICABLE

POSITION SUMMARY

Under the general supervision of, and in collaboration with the manager, the Clinical Resource Nurse - LPN (CRN - LPN) is responsible for providing clinical leadership and daily supervision to nurses and, as relevant, to other members of the inter-disciplinary collaborative team. The CRN-LPN assumes a leadership role in coordinating patient/resident/client care within the healthcare team to ensure quality patient/resident/client care outcomes and promotes an interdisciplinary patient/resident/client centered approach to care based on best practice. Demonstrates a commitment to the vision, values, goals, and objectives of the region/facility/unit.

The position of Clinical Resource Nurse - LPN functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

Assists with the clinical direction, guidance and contributes to the assessment and evaluation of the clinical practice of staff in collaboration with the manager and in accordance with accepted Standards of Nursing Practice.

PATIENT/RESIDENT/CLIENT CARE/CLINICAL PRACTICE

Performs as a clinical lead/resource to establish, maintain, and improve nursing practice.

- Provides clinical guidance and support to health care team members.
- Utilizes the nursing process to enable the delivery of safe, quality care for all patients/residents/clients.
- Assists staff to collaborate with appropriate health care team members to plan individualized care plans.
- Provides direct patient/resident/client care as required.
- Delegates clinical activity to health care team members and evaluates clinical outcomes.
- Communicates patient/resident/client status concerns to appropriate health care team members in a timely manner.
- Assists staff with daily evaluation of patient/resident/client care goals and modification of interventions.
- Supports staff in advocating for patient/resident/client care needs.
- Facilitates effective and efficient discharges and transfers of patients/residents/clients in collaboration with other members of the health care team.
- Participates in the facilitation of interdisciplinary rounds to enhance the effectiveness and efficiency of ongoing care.
- In collaboration with the manager, ensures that human resources are used effectively and efficiently to meet care needs.
- Assists in the coordination of care between members of the health care team to ensure continuity of care.
- Maintains current knowledge of patient/resident/client status and notifies manager/delegate of unusual situations.
- Promotes adherence to regional program policies, procedures, protocols and guidelines.
- Participates with staff to identify service needs to meet patient/resident/client care needs.

LEADERSHIP

- Fosters a team approach to patient/resident/client care delivery.
- Reinforces staff awareness of roles and responsibilities.
- Collaborates with manager in the creation of an environment that encourages and supports creativity, innovation, critical thinking, and a healthy workplace environment.
- Assists staff in the management of patient/resident/client/family issues and/or concerns and reports to manager in a timely manner.
- Evaluates and communicates staffing needs for upcoming shifts to manager/delegate.
- Communicates staff performance to manager.
- Provides input for staff performance reviews.
- Facilitates efficient patient/resident/client flow and work processes.
- Promotes good interpersonal relationships by modeling professional behaviour and practice
- Assists the inter-professional collaborative team in identifying the need for changes in current practice and assists with the implementation of required changes based on patient/resident/client population needs and care requirements in conjunction with standards and guidelines.

COMMUNICATION/DOCUMENTATION

- Assists manager in the timely communication of changes affecting patient/resident/client care delivery.
- Maintains effective communication with other programs/services to support quality care and service delivery.
- Demonstrates an awareness of therapeutic nurse-patient/resident/client relationships i.e. maintains professional boundaries and communication.

DECISION-MAKING/ACCOUNTABILITY

- Uses critical thinking and problem-solving skills to make decisions.
- Acknowledges limitations in knowledge, judgment and skills, and takes appropriate action to compensate for limitations (e.g. contacts appropriate health care team member or uses policies and procedures) and functions within those limitations.
- Recognizes and reports situations, occurrences, problems, or concerns in a timely fashion following appropriate communication channels.
- Fosters an environment that involves all health team members in the development of cost effective and efficient practice.
- Provides for safety of self and others by adherence to safety guidelines, policies, practices, and other applicable legislation.

PROFESSIONAL RESPONSIBILITIES

- Provides care in a professional manner consistent with the nursing Standards of Practice and Code of Ethics.
- Reports unsafe practice, professional incompetence, professional misconduct and incapacity or unfitness to practice of any health care team member through appropriate channels.
- Advocates for patients/residents/clients while respecting their right to self-determination.
- Provides constructive feedback to members of the health care team in a timely manner.

QUALITY IMPROVEMENT

- Supports and participates in the area's quality improvement initiatives/plan.
- Participates in meetings, committees, councils, teams etc. to improve patient/resident/client care and the work environment as assigned.
- Participates in the education for and the evaluation of new products, equipment, technology, and system processes to improve patient/resident/client care delivery.
- Performs in a manner that reflects the values of trust, compassion and excellence of service in interactions with patients/residents/clients, families, the health care team and the public.

EDUCATION AND RESEARCH

- Acts as clinical lead in the orientation and education of health care team members.
- Acts as a resource and role model for students, colleagues, and others.
- Identifies educational and orientation needs of staff and reports to manager.
- Facilitates the implementation of new or revised policies/procedures.
- 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 patient/resident/client/family education needs and participates in the development of patient/resident/client education materials.
- Participates in research consistent with regional guidelines.

POSITION ELEMENTS:

Environmental Conditions

- May require shift work and extended working hours.
- Position involves physical activities such as standing, transferring, and transporting patients/residents/clients and equipment.
- May encounter exposure to disease, radiation, toxic materials, noise, allergens, etc..
- May encounter aggressive and/or agitated individuals.

Language

- Excellent command of the English language (both oral and written).

Impact of Error

- Inappropriate/insensitive communication, action or poor judgment may adversely affect patient/resident/client care, or negatively impact the organization's reputation.
- Non-adherence to policies and procedures may cause harm to individuals or damage to equipment or property.

Working Relationships

- Directly responsible to the manager.
- Responsible for leading nurses and other members of the inter-professional collaborative team including students in the performance of patient/resident/client care.
- Collaborates with physicians and professional health staff.

Authority

- Clinical Resource Nurses -LPN have the authority to provide nursing care if they are competent to provide that care, the care is endorsed in the practice setting, and is within the scope of nursing practice as defined by the professional body with which they are registered.

Other:

- Responsible for maintaining and providing proof of active registration with the applicable nursing college.
- Maintains current knowledge of Disaster and Contingency Plans and appropriate response to Emergency Codes (Emergency Public Address Announcements).
- Adheres to all safety and health regulations and safe work practices.
- May be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities.
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Graduate of an approved Licensed Practical Nursing education program required.
- Leads training preferred or combination of Leads and/or leadership training courses.
- Current Manitoba registration with CLPNM in good standing required.
- Certifications preferred depending on the clinical area.
- BLS required.

SPECIAL TRAINING:

- Successful completion of a relevant post basic program may be required or preferred in designated areas.

REQUIRED KNOWLEDGE:

- Manitoba Standards of Practice for Licensed Practical Nurses.
- Nursing care knowledge related to designated nursing area.
- Personal Health Information Act (PHIA), Protection of Persons in Care Act, Mental Health Act, Workplace Hazardous Material Information System (WHMIS), Principles of Routine Practices (Universal Precautions) and other legislated acts.
- Roles and responsibilities of members of the healthcare team.
- Principles of delegation.
- Proficient working with Microsoft Office software, including Outlook, Word, Excel, and other pertinent software.

EXPERIENCE REQUIRED:

- Minimum three (3) years within the past five (5) years recent related nursing experience and demonstrated strong leadership skills in the applicable area.

SKILLS/COMPETENCIES:

- Demonstrated effective oral and written communication skills.
- Preference will be given to those applicants competent in an Aboriginal language and/or knowledge in Aboriginal customs, traditions and values.
- Ability to prioritize care for an individual patient/resident/client or group of patients/residents/clients.
- Ability to delegate care appropriately and monitor outcomes of delegated care.
- Ability to respond to a variety of simultaneous demands.
- Ability to recognize and pursue self-development opportunities.
- Ability to perform independently and as a member of the healthcare team.
- Ability to adapt quickly to changing situations.
- Ability to maintain concentration with frequent interruptions.
- Ability to function in a demanding and stressful environment.
- Demonstrated effective organizational, interpersonal, critical thinking/problem solving and decision-making skills.
- Ability to implement change.

- Moderate to heavy physical effort required.
 - Mental and physical ability to meet the demands of the position.
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - May be required to travel throughout the region as duties may require.
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- 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 facilities' 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. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
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Created: March 2022
Date

Revised: _____
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Regional Lead/ CEO Date

Reviewed by: _____
Regional Lead, Human Resources Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.