



## EMPLOYMENT OPPORTUNITY

<b>Position Title:</b> Registered Nurse <b>Classification:</b> Community Health – Level 4	<b>Position Number:</b> 2019-30
<b>Department:</b> Home Support Services, <b>Location:</b> Salt Spring Island, BC	<b>Days/Hours of Work:</b> Monday-Thursday, 0830-1730, 30 hours per week
<b>Salary:</b> \$41.42 - \$50.77 per hour, plus benefits package	<b>Posting Period:</b> Until filled
<b>Start Date:</b> As soon as possible	<b>Status:</b> Regular, Full-Time <b>Union:</b> BCNU

***Please note:*** Island Health will become the employer for this position and its successful incumbent as of November 1, 2019. For more information, please refer to the following link: <https://beaconcs.ca/services-programs/health-care-home-support/home-support-program/>

### JOB SUMMARY:

Do you have a passion for community health nursing and leadership? Are you a self-starter who brings creativity, knowledge, expertise and new ideas to work every day? Do you enjoy being stimulated in an exciting, dynamic and fast-paced environment providing expert support to clients and community health workers? Then we have what you are looking for!

Beacon Community Services is an award-winning and accredited not-for-profit organization that helps people and improves lives through a range of program and services as the sole provider of home support care in greater Victoria and the outer Gulf Islands.

Reporting to the Home Support Manager, this position ensures quality of client care by performing quality assurance audits, regular community client visits, training CHWs for delegated tasks, working collaboratively with agency staff, and liaising with staff and other care professionals involved in the provision of care to clients.

### DUTIES AND RESPONSIBILITIES:

- Conducts initial and regular review visits and consequent update of care plan information, completes Chart Audits on each client at the yearly review visit.
- Supervises and monitors Community Health Workers (CHWs) by providing education, training, guidance and follow-up on care delivery to clients.
- Ensures ongoing evaluation, planning, and monitoring of CHW performance and provides constructive feedback through formal and informal.

- Participates in developing and communicating client care plans to staff.
- Interprets the role of the CHW and the tasks to be undertaken by the CHW to the client and/or family.
- Participates in ensuring CHWs are competent to perform delegated nursing tasks as specified by the Personal Assistant Guidelines (i.e. medication administration, ostomy care, bowel care, catheter care) by accepting delegated task referrals from VIHA care professionals, communicating the specific care plans to the CHWs, and client-specific training for the CHWs for more complex delegated tasks.
- Participates in review of agency incident reports, by reviewing related documentation, interviewing staff, and identifying contributing factors and root causes. Makes policy and/or practice recommendations to the Home Support Manager.
- Participates in WCB accident investigation, records and reports all incidents, accidents, and near misses to identify potential accident causes in order to implement necessary corrective action.
- Liaisons' with VIHA and team to ensure Staff Safety Risk Identification Assessment (SSRI) completed prior to 1<sup>st</sup> visits by CHW.
- Participates in addressing concerns regarding continuity with client care plan or scheduling continuity with Vancouver Island Health Authority (VIHA) staff/agency staff/family and clients.
- Maintains pertinent records, including computer record as required.
- Performs other related duties required.

#### **QUALIFICATIONS/REQUIREMENTS:**

- Bachelor's degree in Nursing or equivalent combination of education and training.
- Current registration as a practising RN with BCCNP required.
- Minimum of 2 years of recent, related experience
- Experience working in a unionized health or social services community setting would be an asset.
- Knowledge of the Continuing Care programs
- Training and proficiency in computer operations
- A clear Solicitor General Criminal Record Check
- A clear Police Criminal Record Check
- FOODSAFE
- WHMIS Certification (renewed every 2 years)

#### **KNOWLEDGE, SKILLS AND ABILITIES:**

- Must be able to communicate effectively both orally and in writing.
- Must be able to work independently and in cooperation with others in a team setting.
- Must have well developed critical thinking skills with a proven ability to analyze and resolve problems.
- Must be in good health and physically able to carry out the assigned duties in the working environment.

- Must have a valid driver's license and access to a personal vehicle.

**WE LIVE SAFETY!**

The safety of our clients, staff and volunteers is a priority of Beacon Community Services. We promote healthy and safe working conditions in all of our operations. We are committed to continuously improving safety and *it is essential to this position*. We further support safety through the active participation and co-operation of management, supervisors, workers and joint occupational health and safety committees.

**APPLICATIONS:**

All interested applicants can [Apply Now!](#) quoting the position vacancy number 2019-30. Please note only those applicants who are selected to continue in the recruitment process will be contacted.