



POSITION DESCRIPTION

POSITION TITLE: Clinical Resource Nurse (CRN) **DEPARTMENT:** Nursing
CLASSIFICATION: Licensed Practical Nurse **APPROVED BY:** Regional Lead – Acute Care & Chief Nursing Officer
UNION: Manitoba Nurses’ Union (MNU) **DATE APPROVED:** October 2024

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Director, Health Services and/or Manager, Health Services

POSITIONS SUPERVISED: None

POSITION PURPOSE

The Clinical Resource Nurse (CRN) is responsible for the following five areas of clinical practice: 1) maintaining and improving the quality of people centered care 2) assisting with teaching nursing staff, 3) mentoring/coaching nursing staff 4) developing and implementing best practice and 5) involvement with research as appropriate as well as performing other related duties as assigned.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

- Applies and coordinates the nursing process in conjunction with the care team including assessing physical and psychosocial aspects of health status; analyzing, developing and implementing a plan of care, and evaluating outcomes based on professional judgment and skills to guide decision-making for the delivery of nursing care services.
- Provides support and feedback to client care team in the implementation of individualized nursing care and supports the interdisciplinary team in coordinating family conferencing, discharge planning, etc.
- Maintains current knowledge of client status within the unit/clinical area; ensuring each client has an individualized care plan with goals directed toward improvement or

- stabilization of health status.
- Collaborates with the health care team to support individualized client/family education and discharge planning as a focus of care of the client.
- Notifies supervisor or designate of any significant unusual situations.
- Communicates critical client care information to appropriate members of the health care team.
- Assists in the effective provision of staff resources to meet client needs in the unit/clinical area (i.e., day to day shift assignments).
- Assists in the achievement and maintenance of nursing standards in accordance with overall professional standards and regional policies.
- Promotes expectations and maintains a positive working climate within the unit/clinical area.
- Demonstrates leadership and fosters a collaborative approach to staff empowerment through quality improvement methodologies such as LEAN, risk management, infection control, best practice and utilization statistical activities.
- Contributes to decision making related to the allocation of resources through budget and variance reporting processes.
- Assists staff to maintain clinical expertise and competency as new evidenced based practices are developed and introduced, including the development and maintenance of resource material and specific educational training for staff.
- Collaborates with clinical educators to develop an annual education plan for staff.
- Supports documentation standards and ensures consistent application of regional policy related to the health record, transfer sheets, occurrence/incident reports, etc.
- Provides input to assist in the employee performance review process of unit staff and the establishment of a personal professional development program as required.
- Facilitates the education of students including mentorship and preceptors of students by self and/or staff.
- Provides direct nursing care to patients/residents and families as necessary.
- Assumes responsibility for own professional growth and development.
- Participates on committees as assigned.
- Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

- In accordance with the regional performance review guidelines.
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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Current active registration with the College of License Practical Nurses of Manitoba (CLPNM) and the scope of practice as defined by the Regulated Health Professions Act (RHPA).
- Current Basic Life Support (BLS) certification.
- Additional current certification specific to clinical area of responsibility such as Trauma Nursing Care Course (TNCC); recognized Advanced Cardiac Life Support (ACLS) course; recognized Fetal Health Surveillance (FHS) course, Neonatal Resuscitation Program (NRP). The CRN is expected to maintain all applicable course certifications as current.
- Leads training preferred or combination of Leads and/or Leadership training courses.
- Successful completion of special training in a relevant post basic program may be required or preferred in designated areas.

KNOWLEDGE REQUIRED:

- Knowledge of health care systems and programs.
- Knowledge of relevant legislation.
- Knowledge of professional standards of practice specific to clinical area of responsibility.

EXPERIENCE REQUIRED:

- Minimum of 5 years overall nursing practice.
- Minimum of 3 years recent experience in a nursing position relative to the clinical area of specialty/site would be an asset.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated ability to foster a collaborative interdisciplinary environment that supports quality services/quality improvement and staff empowerment.
- Demonstrated conflict resolution skills.
- Demonstrated strong organizational skills and flexibility to meet the demands of the position.
- Demonstrated oral and written communication skills.
- Demonstrated ability to function within the professional code of ethics, professional standards and legislative requirements of the profession.
- Demonstrated ability to function independently and to meet deadlines.
- Demonstrate ability to use an analytical and inquiring approach to program development and problem-solving.
- Demonstrated ability to lead and make clinical decisions independently.
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
- Demonstrated ability to meet the physical and mental demands of the job.
- Good work and attendance record.
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate.
- All Health Care Workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.

- Requires a valid Class 5 driver's license, an all-purpose insured vehicle and liability insurance of at least \$1,000,000.00.
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WORK CONDITIONS:

- The incumbent will make decisions within the parameters of the program/site as assigned.
 - Will be required to travel to other regional facilities as the position duties may require.
 - May provide service to behaviorally difficult situations involving patients/residents/families at times.
 - No hazardous or significantly unpleasant conditions.
 - May work evenings, nights or weekends as assigned.
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SALARY SCALE:

As per MNU Collective Agreement Salary Scale.

Job 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 job 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.