



POSITION DESCRIPTION

POSITION TITLE: Geriatric Nurse Specialist **DEPARTMENT:** Mental Health & Spiritual Care
CLASSIFICATION: Nurse III **APPROVED BY:** Regional Lead – Human Resources
UNION: Manitoba Nurses’ Union (MNU) **DATE APPROVED:** January 30, 2019

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager – Health Services – Mental Health & Addictions

POSITIONS SUPERVISED: None

POSITION PURPOSE

The Geriatric Nurse Specialist (GNS) is responsible for the provision of nursing consultation and assessment services to older adults in a variety of settings. The GNS promotes well-being of the older adult and the caregiver.

The GNS provides leadership in the application of evidence-informed practices in gerontology. The GNS addresses key clinical issues and program priorities by participating in or directing clinical practice, consultation, education, research, and support of systems.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, identifies work methods and actions 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:

- Delivers services as part of the Seniors Consultation Team.
- Delivers services using evidence informed practice.
- Delivers services in accordance with established regional program descriptors.
- Provides a holistic approach to consultation and clinical assessment services to older adults, including, but not limited to, assessments of mental, physical, social and spiritual health.
- Provides services to older adults in a variety of settings including office, community agency, client home, transitional care sites, Personal Care Homes (PCH) and acute care hospitals.

- Works collaboratively with clinical specialists including Geriatricians, Psychiatrists, and Psychologists in the provision of services to the geriatric population.
- Supports and engages team members in the holistic care of the older adult.
- Applies the nursing process to deliver services to older adults:
 - a. Assesses the client's mental, physical, social and spiritual health status;
 - b. Assesses the client's caregiver support system and environment;
 - c. Uses established standardized assessment tools (e.g. MMSE, MOCA etc.) to conduct assessments;
 - d. Provides recommendations to inform a plan of care to the client and his/her primary care provider or the referral source;
 - e. Supports the implementation of a plan of care; and
 - f. Evaluates outcomes using professional skills, experience and judgement to guide further decision making.
- Supports information transfer and communicates client care and outcomes clearly and in a timely manner with other health care team members through established verbal and written communication methods.
- Documents client encounters in the relevant client health record.
- Teaches clients and caregivers about management of their health, disease and/or illness.
- Empowers clients and caregivers to make decisions about their goals of care.
- Works with other team members to prioritize referrals to minimize wait times for clients.
- Actively participates in team meetings.
- Acts as a community resource in providing education and sharing best practices about aging and care of the older adult.
- Supports the practice of, and teaches other health care providers (including members of the team and students) in all care settings about aging and care of the older adult.
- Demonstrates a commitment and evidence of ongoing professional development.
- Provides statistical reports as required of the program.
- Works as a team member in achieving the common goals of the program and the organization.
- Participates in relevant working groups within the organization and province.
- 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

1. Successful completion of probation.
2. Biennial performance appraisals.
3. Performance will be measured against the essential functions and basic duties.
4. Performance that contributes to a respectful workplace, Southern Health-Santé Sud mission, vision, core values, policies and procedures.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Current registration with the College of Registered Nurses of Manitoba (CRNM) or with the College of Registered Psychiatric Nurses of Manitoba (CRPNM) and the scope of practice as defined by the Regulated Health Professions Act (RHPA).
- Baccalaureate Nursing Degree preferred.
- Canadian Nursing Association Gerontology Nursing Certification required and/or other geriatric specialty or must be obtained within two (2) years.
- Other combinations of education and experience may be considered.

KNOWLEDGE REQUIRED:

- Knowledge of the health care system and the programs and services available within Southern Health-Santé Sud.
- Knowledge of relevant legislation and standards in Manitoba.
- Knowledge about care of the older adult.
- Advanced knowledge of human developmental theory and mental health concerns typically identified for older adults including signs and symptoms of mental illness.
- Proficiency with Microsoft Office Suite programs and other technological applications.

EXPERIENCE REQUIRED:

- Minimum three (3) years nursing experience in the area of geriatrics.
- Experience in completing physical and psychosocial assessments and mental status examinations.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated written and verbal communication skills.
- 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.

WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions.
- May work occasionally evenings and weekends as necessary.

- Will be required to travel to other regional facilities as the position duties may require.
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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.