



POSITION DESCRIPTION

POSITION TITLE: Regional Critical Care Education	DEPARTMENT: Staff Development, Infection Prevention & Control
CLASSIFICATION: Nurse IV	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

POSITIONS SUPERVISED: None

POSITION PURPOSE

Reporting to the Director, Health Services, the Regional Critical Care Education Facilitator participates as an active member of the Regional Staff Development, Infection Prevention & Control team and assumes responsibility for collaborative planning, development, coordination, implementation and evaluation of a Regional Critical Care education program. The incumbent will be expected to participate in resource development with elements of research application and integration, and policy and procedure development as it relates to the promotion of an optimal standard of safe patient care. The incumbent is proactive in identifying and meeting her/his own learning needs as well as those of the other health professionals within Southern Health-Santé Sud.

The incumbent will exercise 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:

- Functions as a member of the Staff Development team to provide clinical Critical Care education and training programs for employees in all acute care facilities within the region.
- Assumes responsibility for the learning needs assessment, planning, implementation, and evaluation of Regional Staff Development programs related to critical care, in collaboration with the Regional Lead - Acute Care & Chief Nursing Officer and Director, Health Services - Staff Development, Infection Prevention & Control along with other appropriate program and operation leaders.
- Participates in the development of annual goals and objectives for Staff Development.
- Coordinates and delivers a critical care course program for new Critical Care Southern Health – Santé Sud employees.
- Participates in the (re)certification of employees in required skill competency checks related to critical care.
- Identifies and operationalizes best practice based on research findings.
- Facilitates the education of critical care students including preceptorship/mentorship within the region which includes the development of Southern Health-Santé Sud preceptors/mentors.
- Participates in the development/revision of Regional Critical Care policies and procedures.
- Participates in Quality Improvement/Patient Safety/Risk Management activities pertinent to Critical Care Education.
- Maintains attendance records and evaluations of educational programs provided.
- Participates in ordering and maintaining current instructional and reference material.
- Participates in the budgetary planning process, as assigned by the Director, Health Services - Staff Development, Infection Prevention & Control.
- Participates in special projects related to critical care
- Participates on committees such as Regional Critical Care Team, Staff Development Team.
- Provides relief for other Clinical Education Facilitators in the region as required.
- Provides a monthly report of activity to Director, Health Services - Staff Development, Infection Prevention & Control.
- 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. To be defined

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Current active practice registration with the College of Registered Nurses of Manitoba (CRNM) and the scope of practice as defined by the Regulated Health Professions Act (RHPA).
- Baccalaureate Degree in Nursing or equivalent combination of education and experience.
- Certificate in Adult Intensive Care or Critical Care Nursing Course.
- Current instructor certification in Cardiopulmonary Resuscitation (Heart and Stroke Foundation).
- Current instructor certification in Canadian Triage Acuity Scale (CTAS) or willing to obtain within first six (6) months of employment.
- Current instructor certification in Advanced Cardiac Life Support (ACLS) or willing to obtain within first six (6) months of employment.
- Trauma Nursing Core Course (TNCC) or willing to obtain within first six (6) months of employment.

REQUIRED KNOWLEDGE:

- Demonstrated knowledge of the principles of adult education, teaching and learning strategies
- Proficiency in Microsoft Office Applications and Outlook

EXPERIENCE REQUIRED:

- Minimum of five (5) years full time nursing experience in Critical Care area
- Minimum of two (2) years experience in Adult Education

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated Leadership ability
- Demonstrated ability to work collaboratively within team and working group structures
- Demonstrated ability to foster a collaborative interdisciplinary environment that supports quality services/quality improvement and staff empowerment
- Demonstrated conflict resolution skills
- Demonstrated effective oral and written communication skills
- Ability to use an analytical and inquiring approach to problem-solving and program development
- Demonstrated ability to lead and make decisions independently
- Strong organizational skills and flexibility to meet the demands of the position
- Demonstrated participation in continuing education activities
- Demonstrated ability to work with minimal supervision
- Demonstrated ability to establish and maintain positive working relationships
- 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

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.