



POSITION DESCRIPTION

POSITION TITLE: Recovery Health Nurse **DEPARTMENT:** Mental Health & Addictions
CLASSIFICATION: Nurse IV **APPROVED BY:** Regional Lead – Community & Continuing Care
UNION: Manitoba’s Nurses’ Union (MNU) **DATE APPROVED:** November 15, 2019

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager, Health Services - Mental Health & Addictions

POSITIONS SUPERVISED: None

POSITION PURPOSE

Working within an integrated interdisciplinary team and in partnership with other providers and community services, the Recovery Health Nurse provides a people-centered approach to deliver care and services to clients seeking support for addictions. The provision of services includes assisting the client with service navigation, mental health promotion, counselling, case management, treatment and follow up. Clients are supported in their personal recovery where they live, learn, work and socialize. The Recovery Health Nurse supports coordination and continuity of client care between the interdisciplinary team members, other providers and services and implements medical interventions and treatment within established practice guidelines. Education is provided about addictions and mental health to strengthen individual, family, group and community understanding of addictions, mental health and supportive systems.

The incumbent exercises the appropriate high 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:

Assessment and Treatment

- Within a person-centered approach, provides client care navigation, coordination, and case management.

- Provides care using the nursing process: assessment, planning, implementation and evaluation, based on evidence-informed practice, including available service delivery standards and practice guidelines.
- Oversees client care through enhanced triage including coordinating client phone enquiries, monitoring and managing conditions through collaborative planning and required referral.
- Provides culturally appropriate care and respect within diverse populations.
- Applies critical thinking and an ethical approach to evidence informed practices.
- Assesses client's needs using clinical guidelines, protocols, and pathways.
- Initiates required therapeutic measures and general nursing care.
- Provides client education, recommendation and information in health assessment, disease process, medications, and treatment plans.
- Reviews lab and any diagnostic results and provides diagnostic results and appropriate follow-up and medication refill requests within established guidelines.
- Facilitates urine drug screen tests as per established guidelines.
- Collaborates proactively with clients to support independent decision making and health care choices to maximize healthcare outcomes.
- Coordinates and manages physician and client follow-up requests, as per established guidelines.
- Coordinates interdisciplinary care conferences for high risk complex clients as needed.
- Provides counselling and support.
- Responds to client requests and crisis in a responsible, timely and flexible manner.
- With client consent, obtains and reviews collateral information from the client's existing chart, cumulative health record and medical record from other sites where the client has been assessed and/or admitted for treatment, obtain psychiatric collateral history from other provinces and hospitals as required.
- Supports and implements recovery-oriented practices.
- Identifies other client needs inclusive of STBBI testing and assisting the client in accessing harm reduction supplies.

Patient Safety

- Performs in a manner that enhances patient safety.
- Participates in and supports patient safety initiatives.
- Reduces to a degree that is reasonably practicable, the rate of adverse events by learning to anticipate and manage them, to reduce the likelihood and severity of their occurrence.

Documentation

- Completes documentation as per SH-SS policies, procedures, and professional standards.
- Documents clinical documentation into the client's electronic medical record; ensuring that it is complete and concise.
- Collects relevant statistical information related to services provided.

Partnership, Collaboration and Advocacy

- Functions as a liaison between the client, health care team members, as well as other internal and external providers.
- Assists clients to link with community based supports and services.
- Acts as a nursing resource to all team members.
- Collaborates with other addictions practitioners to share and establish a best practice model.

- Participates in the development of a community plan for clients who frequently access an Emergency Department for treatment and support in collaboration with the mental health program and Emergency Department staff.
- Liaises, links and consults with psychiatrists, physicians, other providers and agencies as required in supporting the client's ultimate health and well-being.
- Mediates between differing interests in the pursuit of client health and well-being and facilitate equitable access to resources.
- Provides education and support to patients, families, communities, agencies and staff on a variety of mental health and addictions topics.
- Engages with the community in wellness programs.
- Participates in working groups and assists with the development and implementation of policies and procedures.

Professional Responsibility and Accountability:

- Engages in critical thinking and problem solving within professional scope of practice and seek assistance as required.
- Participates in evidence-informed professional development.
- Builds capacity by sharing knowledge, through participation in professional development and practice development activities, mentoring students, orientating new staff, providing constructive feedback to colleagues and participating in research and quality assurance initiative. i.e. participation in regional working groups and program teams.
- Takes preventative, as well as corrective action, individually or in partnership with others to protect clients from unsafe, incompetent and unethical circumstances.
- Uses and maintains equipment and supplies responsibly.
- Maintains good work and attendance record.
- 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. Biannual performance appraisal.
3. Works within established guidelines and competencies as evidenced by reviews and audits.
4. Performance is measured against ability to carry out requirements of this position description
5. Adheres to Professional Standards of Practice and Code of Ethics.
6. Practice is congruent with Southern Health-Santé Sud core values, strategic plan, policies and procedures.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Current registration with the College of Registered Psychiatric Nurses of Manitoba or the College of Registered Nurses of Manitoba and the scope of practice as defined by the Regulated Health Professions Act (RHPA).
- Undergraduate degree in Nursing.
- Registered Nurses – Current Canadian Nurses Association certification Psychiatric & Mental Health.
- Opioid Antagonist Replacement Training.
- Basic Life Support (BLS) Certification.
- ASIST Certification.

REQUIRED KNOWLEDGE:

- Possess sound working knowledge of the Mental Health Act, Vulnerable Person's Act, Protection of Person's in Care Act, Registered Psychiatric Nurses Act/Registered Nurses Regulated Health Professions Act, Standards of Practice (CRPNM)/Standards of Practice (CRNM), CRPNM Code of Ethics/CRNM Code of Ethics.
- Knowledge of mental health conditions and interventions including working with individuals and groups.
- Knowledge about psychotropic medications.
- Knowledge about substance abuse and addictions.
- Knowledge of mental health promotion, harm reduction and counselling strategies (i.e.- CBT, DBT, and Trauma Informed Care).
- Knowledge of relevant legislation and standards in Manitoba i.e. Personal Health Information Act and others as specified by Southern Health-Santé Sud and the program area.
- Proficiency with Microsoft programs (Outlook, Word, Excel and Power Point), as well as Internet applications and other Information Technology, including electronic medical health records.

EXPERIENCE REQUIRED:

- Minimum of two (2) years acute mental health and/or addictions experience in the last five (5) years.
- Other suitable combinations of education and experience may be considered.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated ability to foster a collaborative interdisciplinary environment that supports quality services, quality improvement and staff empowerment.
- Demonstrated effective oral and written communication skills.
- Demonstrates conflict resolution skills.
- Demonstrated ability to establish and maintain positive working relationships.
- Demonstrated ability to work independently and as a member of a health care team.
- Demonstrated ability to lead and make decisions autonomously.
- Demonstrated ability to use an analytical and inquiring approach to problem-solving while contributing to program improvement.
- Demonstrated awareness of and compliance with established policies and procedures.
- Demonstrated strong organizational skills and flexibility to meet the demands of the position.
- Demonstrated ongoing professional growth and competency relevant to practice area.

- 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:

- May work occasionally evenings and weekends as necessary.
 - Will be required to travel to other regional facilities as the position duties may require.
 - No hazardous or significantly unpleasant conditions.
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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.