

POSITION DESCRIPTION

TITLE:	Clinical Lead
REPORTS TO:	Care Services Director (CSD)
DATE OF DESCRIPTION:	April 2020
EMPLOYMENT STATUS:	Full time

Samaritan Place is a Catholic health care facility committed to providing a home to 100 individuals who require Level 3 and Level 4 long term care services and 20 individuals who are companions of some of the residents. We advance the healing and caring ministry of Jesus Christ by responding to needs of the spirit, mind, body and culture of those who live at Samaritan Place. At Samaritan Place care is compassionate, resident-directed, safe and respectful.

POSITION SUMMARY

The Incumbent will serve the community of Samaritan Place by integrating experience, skills and knowledge from nursing theory in the provision of resident directed care, assessment of needs, clinical problem solving and resident and staff mentoring and education. The provision of resident's primary health care needs will be met in collaboration with the general practitioner.

NATURE AND SCOPE

The Clinical Lead operates in an environment of self-initiation and independence providing a broad spectrum of services. As a nurse practitioner, the Clinical Lead will oversee the primary health needs of half the residents for Samaritan Place. There will be coverage of all residents when the alternate Clinical Lead is away from Samaritan Place. Communication between the 2 Clinical Leads will be critical to ensure resident care is seamless and continuous. Comprehensive care is provided utilizing a systems approach and consistent collaboration with the interdisciplinary team. A leadership and mentoring role is provided in the areas of assessment, client care and education.

The Clinical lead will contribute to the development of knowledge and the improvement of practice at Samaritan Place. This will be accomplished through the demonstration of leadership, the implementation and application of best practices, the provision of clinical consultation/services and the development of healthy interdependent partnerships with essential stakeholders. The Clinical Lead is responsible for the establishment and maintenance of high standards of resident care and may assume

delegated administrative, clinical and educational responsibilities. The Clinical Lead demonstrates rapid decision making for efficient matching of demands, needs and resources. Other more specific responsibilities may include, but not limited to, participating in policy and procedure development, monitoring standards of practice, planning, developing, implementing and maintaining quality improvement initiatives.

The hours of-work will be up to 40 hours per week. Days of service will be directed by the incumbent according to the needs of residents.

QUALIFICATIONS

- Registered nurse in good standing with SRNA
- Successful completion of an RN/ NP nursing education program approved by SRNA
- Knowledge of MDS would be an asset
- Experience in Long Term Care is preferred
- Previous supervisory experience would be an asset
- Self-motivated and self-directed with excellent organizational skills
- Previous experience in teaching and mentoring

SKILLS & ABILITIES

- Leadership strategies in order to lead, encourage, advise and cooperate with colleagues to promote and maintain positive relationships, to achieve resident and organizational goals within available resources
- Superior clinical assessment skills
- Current trends, issues and perspectives of nursing in long term care would be an asset
- Role of Long-Term Care within the entire health system
- Communication techniques and approaches in order to adapt to multiple and ever-changing situations and environments
- Critical thinking processes in order to creatively solve problems in an open and resourceful manner
- Process of policy and procedure development and quality improvement initiatives
- Excellent organization skills
- Conflict resolution techniques
- Proficient in using Windows, Word, Excel and Outlook

KEY RESPONSIBILITIES

Standards of Performance for all employees	
Behavioral	<p>Home Building:</p> <ul style="list-style-type: none"> ○ Views Samaritan Place as the residents’ home and works to create attributes of home ○ Encourages pleasurable moments, laughter and fun in Samaritan Place

	<ul style="list-style-type: none"> ▪ Leadership: <ul style="list-style-type: none"> ○ Leads by example, upholds the Mission, Vision and Values of Samaritan Place, can articulate and model this to others ○ Recognizes personal responsibility to contribute to the growth, the development and direction of a healthy community ○ Exhibits a sense of pride, belonging and loyalty to the Samaritan Place community ▪ Resident Directed: <ul style="list-style-type: none"> ○ Relates to residents, family and staff in a manner that demonstrates and elicits trust and respect and builds on the residents' strengths and supports the residents' choice ▪ Community and Team Builder: <ul style="list-style-type: none"> ○ Participates as a team member in the community and neighborhood, is able to facilitate learning circles ▪ Critical Thinking Skills: <ul style="list-style-type: none"> ○ Fully observes a situation; probes more deeply, seeks additional information, links appropriate actions, resources and solutions to a situation ▪ Conflict facilitation: <ul style="list-style-type: none"> ○ Respects the diversity of people. Recognizes that conflict is a normal part of community life which can lead to creative solutions and deepened relationships ○ Actively participates as a team member and seeks innovative ways to improve. • Learning & Teaching Centered: <ul style="list-style-type: none"> ○ Demonstrates a sense of inquiry and personal willingness to learn • Interpersonal Sensitivity and Communication Skills: <ul style="list-style-type: none"> ○ Communicates politely and with sensitivity to others
--	---

Clinical Practice

The Clinical Lead will work to the full capacity of their scope of practice and must adhere to the SRNA standards and core competencies for the RN (NP).

- Practice in accordance with federal/provincial/legislation, professional and ethical standards, and polices relevant to RN (NP) practice
- Engage in ongoing professional development and accepts personal responsibility for maintaining RN (NP) competence
- Consult the family practitioner, family and resident in the decision-making process regarding the resident's further treatment and care
- Consult with and/or refers clients to other health-care providers at any point in the care continuum when the client's condition is not within the RN (NP) scope of practice or the individual RN (NP)'s competence
- Act as a consultant to and/or refer and accept referrals from other health-care providers.
- Implementation of the annual influenza immunization program of staff and residents as well as attends annual immunization training seminars to keep current of the pandemic infections being treated
- Clinical lead to collaborate with the SHA with respect ARO tracking

Leadership

- Provide leadership in the management of clinical care and is a resource person, educator and role model
- Responsible for the professional growth of LPN's and care partners in care services ranging from coaching to specific mentorship of clinical areas of accountability such as infection control, wound management or RAI leadership
- Guides the implementation of clinical policies and procedures which ensure safe, sanitary and efficient practices supporting professional nursing care standards; assure that documentation, medication administration, nursing-directed care, safety and sanitation, personnel and staff development, RAI process, materials management, CQI and resident rights are in compliance with facility standards
- In collaboration with LPN, assessment of special concerns such as wounds, frequent falls, dehydration, responsive behaviors, and as needed.
- Participate in **Quality of Life** conferences and other requested conferences.
- Leads Quality Improvement initiatives such as **falls, medication reconciliation and other initiatives** as required
- Assists with the orientation and training of all staff in the Neighborhood to ensure it is adequate to meet the resident's individual needs and support quality outcomes
- Act as a **preceptor, mentor and coach to nursing colleagues**, other members of the health-care team and students

Therapeutic Management

- Anticipate and diagnose emergent, urgent and life-threatening situations
- Provide primary health care for the residents in collaboration with the resident's attending physician. This is not intended to replace a family physician
- Perform a focused health history appropriate to the resident's situation, including physical, psychosocial, emotional, ethnic, cultural and spiritual dimensions of health
- Perform a complete initial physical exam and identify and interpret normal and abnormal findings
- Collaborate with members of the health-care team to provide and promote interprofessional resident directed care and promote continuous quality improvement
- Order and/or perform screening and diagnostic investigations, interpret results using evidence-informed clinical reasoning, and collaborate with care team, including physician, for follow-up
- Diagnose diseases, disorders, injuries and conditions, and identify health needs, while considering the resident's response to the health/illness experience within the NP scope
- Possible performance of invasive/non-invasive procedures for the clinical management and/or prevention of disease, injuries, disorders or conditions within the NP scope
- Prescribe pharmacotherapy based on the client's health history, disease, disorder, condition and stage of life, and individual circumstances

- Counsel clients on medication therapy, benefits, potential side effects, interactions, importance of compliance and recommended follow-up
- Prescribe and/or dispense drugs in accordance with provincial, territorial and/or federal standards and legislative requirements
- Monitor, evaluate and revise the plan of care and therapeutic intervention based on current evidence informed practice and on client goals, preferences, health status and outcomes
- Document clinical data, assessment findings, diagnoses, plans of care, therapeutic interventions, resident responses and clinical rationale in a timely and accurate manner
- Adhere to federal and provincial/territorial legislation, policies and standards related to privacy, documentation and information management
- Identify, collect data on, and evaluate the outcomes of, RN (NP) practice in Samaritan Place.
- Participate in meeting applicable accreditation and care standards
- Clinical Lead to collaborate with SHR public health and the MHO regarding outbreak management and infection monitoring
- Develop education and practical care approaches for residents/families to prevent further illness for major chronic illnesses prevalent in LTC
- Possible performance minor surgical procedures and interventions
 - Wart removals
 - Suturing
 - Incision and drainage
 - Ear syringing
 - Provide appropriate immunizations to the residents for age related disease (shingles, pneumonia, tetanus, etc.)

Resource Development

- Identifies resident/staff risks immediately to the CSD or other Leadership team members
- In conjunction with the CSD, coordinates and mentors the RAI process, ensuring quality assessments which lead to individualized plans of care for residents
- Implement, coaches and monitor the clinical documentation process in all neighborhoods, ensuring compliance with professional standards and legislation
- Reviews care plans to ensure it reflects residents' current condition and ensure appropriate care is outlined
- Participates in self-directed learning to ensure best practice models are reflected in care provided to the residents
- Fosters collaboration, consensus and negotiation to address problem solving in the household, interprets and communicates same to all in the household as needed, with an emphasis on resident, family or designated representative relationships
- Maintains working relationship with physicians and other clinical partners in support of quality clinical care in the households
- Develops and reviews policies and procedures and ensures it is in alliance with best practice

- Responsible for following up on safety incidents and reviews

ALL EMPLOYEES ARE RESPONSIBLE AND ACCOUNTABLE FOR

- Compliance with workplace policies and procedures for risk identification, risk assessment and risk control
 - Active participation in activities associated with the management of workplace health and safety
 - Identification and reporting of health and safety risks, accidents, incidents, injuries and property damage at the workplace
 - Correct utilization of appropriate personal protective equipment
- Basic understanding of the dementia process and behaviors associated with the process
- Accept the risks of interacting with individuals who have impaired judgement due to disabilities
- Participate in annual performance reviews and accountability agreements

WORKING CONDITIONS

This position involves both physical and mental effort in the performance of the job. Sitting for long periods, constantly visualizing small type/ computer screens and repetitive keyboarding may be challenging. Turning/positioning of residents requires safe techniques to avoid injury. Exposure to blood/body fluids. Potential for needle injuries. Exposure to a variety of contagions. Direct involvement in highly emotional situations and stressful life events with residents, families and staff. Pets may be present, both those visiting and/or living here. Many residents will have cognitive impairments where their responses and judgement are impaired. All staff are expected to complete training to ensure a respectful and safe home for all residents and employees.