



## UNION JOB DESCRIPTION

**JD4127**

<b>JOB TITLE:</b>	Clinical Practice Educator (CPE), RN	<b>JOB DESCRIPTION NO.:</b>	80280/N.VI.22200.001
<b>CLASSIFICATION:</b>	Clinical Nurse Educator	<b>GRID/PAY LEVEL:</b>	NL4
<b>COLLECTIVE AGREEMENT:</b>	Nurses Bargaining Association	<b>HSCIS NO.:</b>	22200
<b>UNION:</b>	BCNU	<b>JOB/CLASS CODE:</b>	SI: 80280; CNI: 22200
<b>PROGRAM/DEPARTMENT:</b>	Community Health Services; Long-Term Care; Victoria Hospice Society	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Manager or designate		
<b>FACILITY/SITE:</b>	Nanaimo Regional General Hospital, Dufferin Place, Oceanside Health Centre, Aberdeen Hospital; Royal Jubilee Hospital; South, Central and North Island Health Services Delivery Areas (Community Health)		

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Island Health (Vancouver Island Health Authority), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

The Clinical Practice Educator (CPE) practices in accordance with the Professional Standards and code of ethics as outlined by the BC College of Nurses and Midwives as well as within a patient/client/resident and family centered care model.

The CPE provides leadership in the delivery of nursing education and instruction to staff and patients/clients/residents based on current education theory and practice within a specific clinical specialty or patient/client/resident population. The CPE applies nursing theory, advanced knowledge and leadership concepts in providing clinical guidance and resource support to staff. The CPE assists the Manager in establishing and maintaining standards of care and in providing and participating in continuous quality improvement environment. Also CPE uses knowledge about learning and communications to create a professional learning environment.

The CPE provides guidance and support to staff in the application of the nursing process in the provision of patient/client/resident care.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Supports the delivery of patient/client/resident care according to established standards/competencies within the assigned clinical area by:
  - Providing clinical guidance and support to staff in the application of the nursing process and practice standards for the delivery of care to patients/clients/residents and/or their families.
  - Observing and evaluating clinical practice within the defined clinical specialty to determine the need for staff development in collaboration with the Manager.
  - Teaching and facilitating learning to assist in resolving difficult clinical situations.

- Providing consultation within the area of specialization to nurses and other health care professionals.
2. Promotes the attainment of the established educational goals for the unit/program/service by:
    - Compiling, conducting and evaluating unit specific orientation programs and developing a plan with the staff member identifying practice requiring further strengthening and/or review.
    - Evaluating the attainment of learning objectives using valid and reliable measures, and revises strategies as necessary.
    - Responding to formal requests from others for instruction or demonstration.
    - Providing input to continuing educational programs in relation to the area of specialization.
    - Role modeling direct patient/client/resident care skills to staff and students and providing information based on application of theories, concepts and principles in providing excellence in quality patient/client/resident care based on specialized theory and practice.
    - Teaching and instructing patients/clients/residents as necessary.
    - Increasing staff awareness of educational opportunities within the hospital and community through the distribution and/or display of information and/or brochures.
    - Facilitating and assisting Clinical Leaders to enable access to educational opportunities.
  3. Demonstrates expertise and provides clinical leadership in evidence based practice to staff and/or patients/clients/residents/families by methods such as reviewing literature in specialty area, consulting with experts, collaborating with members of the interdisciplinary team, evaluating clinical practice to ensure compliance with clinical standards.
  4. Promotes the development of nursing research by:
    - Guiding nursing staff in the testing of new ideas and approaches to care
    - Providing leadership in continuous quality improvement activities by utilizing evidence based patient/client/resident care research to promote patient/client/resident care based on best practice.
    - Performing clinical audits and reviewing current practice.
  5. Reviews and maintains the Orientation and Reference manuals ensuring that staff is familiar with the content. Orientates new staff to their role by familiarizing the staff with the established policies, procedures and standards. Utilizes educational resources such as self-assessment and teaching modules in order to ensure staff is able to demonstrate the integration of knowledge, skill and ability in order to meet the needs of the specific patient/client/resident care population.
  6. Responds to patient/client/resident care issues and public concerns in a supportive and goal oriented manner, facilitating communication to affect positive outcomes. Empowers staff to assume responsibility for appropriate clinical practice and patient/client/resident care decisions that is consistent with professional standards: e.g. assists others in identifying ethical issues; consults with the appropriate person or body; takes action to prevent or resolve and evaluates the effectiveness of actions(
  7. Provides critical input to the Manager for performance appraisal process. Identifies with staff a learning plan to meet practice standards. Periodically reviews the plan and makes adjustments to meet established learning objectives for professional development.
  8. Maintains records and statistics related to nursing education activities and certifications as required.
  9. Facilitates the utilization of resources in alignment with the established and approved budget.
  10. Liaises with Professional Practice and/or Community Resource Team and is responsible for assisting with the implementation of new policies/practice standards developed through Island Health.
  11. Performs other duties as assigned.

**QUALIFICATIONS:**

## **Education, Training And Experience**

Graduation from a recognized nursing program, advanced preparation in the clinical specialty of the assigned area, three years' recent related experience in clinical area of expertise and two years' formal experience in adult teaching/learning, curriculum development, teaching, providing in service or staff development function or an equivalent combination of education, training and experience.

Valid BC Driver's License.

Areas of Care:

Wound Care: Enterostomal Therapists (CAET): tri-specialty of Wound, Ostomy and Continence or an equivalent combination of specialized wound care education and clinical experience required.

Registration with BC College of Nurses and Midwives as a practicing RN registrant.

Current CPR certification.

## **Skills And Abilities**

- Leadership: Promotes staff morale, cooperation, assertiveness and risk-taking, creative planning for change and innovations, implementation of IH policies or other protocols, and ongoing professional development of self and others.
- Management: Manages time and resources, implementing activities to promote cooperation among relevant others, supervising responsibilities of others, collaboration across disciplines and related activities.
- Knowledge Integration: Using factual information, prior learning and basic principles and procedures to support decisions and actions with relevant research-based evidence. Integrates best practice from nursing and health-related disciplines and the humanities, arts and sciences disciplines into professional practice.
- Human Caring and Relationship Centered Practice: Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitive to diverse cultures and preferences, client advocacy and social justice concerns.
- Communication: Demonstrated ability to communicate effectively with the clients, families, the public, medical staff and the members of the interdisciplinary team using verbal, written and computer communication means.
- Critical Thinking: Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve effectively.
- Teaching: Ability to transmit information intended to instruct clients and others about topics essential to health care and well-being.
- Assessment and Intervention: Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) and provide nursing care through appropriate/ prescribed technical, therapeutic, safety type interventions.
- Ability to operate related equipment including proven ability to utilize computer technology.
- Physical ability to perform the duties of the position.