

Job Class Profile: Psychiatric Nurse IID**Pay Level: NS-34 Point Band: 1046-1096**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	7	3	6	7	7	6	3	4	
Points	327	117	19	29	210	152	124	64	43	1085

JOB SUMMARY

The Psychiatric Nurse IID is responsible for providing advanced consulting expertise and education of professional standards of psychiatric nursing care for patients (individuals), groups, families, and communities. Work also involves performing research and advanced practice to develop, implement, and evaluate practices, processes, and treatment plans for the effective, safe and therapeutic care of patients with mental health issues in a non-mental health acute care setting.

Key and Periodic Activities

- Provides consultation and expert knowledge to other healthcare professionals with respect to mental health practices and issues; implements and evaluates patient specific treatment; and develops collaborative relationships with other programs to facilitate and support quality of care.
- Provides direct assessments and interventions to patients on adult acute care units requiring complex care in the field of mental health; completes assessments, presents patient's history and current plan of care to psychiatrists, and collaborates with psychiatrists regarding mental health care plans for patients referred to psychiatry; assesses patients daily under constant care for suicidal behaviour and those awaiting transfer to inpatient mental health units; evaluates and revises mental health treatment plans in collaboration with psychiatrists, attending physicians, and members of the interdisciplinary team in adult acute care being cognizant of the medical/surgical issues.
- Participates in the identification, development, implementation and evaluation of organizational policies, procedures, and guidelines with a mental health focus; develops programs for the management of mental health issues in adult care services to optimize patient outcomes; maintains expertise in mental health practice to facilitate ongoing education sessions for adult care staff for assessment and care delivery; participates in quality improvement initiatives through case review and policy/procedure revisions, represents the organization on internal and external committees related to mental health clinical practice; acts as a resource contact for other areas of the province.
- Assesses, develops, and implements education programs regarding mental health issues for health professionals to resolve conflicts and concerns which affect patient care; assists the healthcare team in the acquisition, maintenance, and update of mental health clinical skills through in-services and reference materials; interprets and communicates information related to changes in mental health legislation, standards, and practices; teaches and counsels patients and families regarding their treatment plans; advises and shares information with health

Key and Periodic Activities

- professionals regarding new interventions in the area of mental health practice; functions as a liaison to external stakeholders to facilitate the development of collaborative and participative processes.
- Uses research and evidence based best practices to plan, implement, and evaluate changes in mental health clinical practice in the adult acute care population; participates in research studies and promotes the application of valid research findings to patient care; identifies and conducts research on topics related to clinical practice that supports best practices.

SKILL

Knowledge

General and Specific Knowledge:

- Psychiatric nursing and related organizational and professional policies and procedures
- Patient diagnoses, assessment, treatment, and Mental Health Status Examination
- Medication preparation, administration, and side effects
- Therapeutic nursing counselling interventions
- Equipment and technology as it relates to field
- Current knowledge of trends, research and developments within nursing, psychiatry and related fields
- Community agencies, resources and services

Formal Education and/or Certification(s):

- Minimum: Graduate Degree in Nursing with a focus on mental health and psychosomatics. Professional Designation of R.N. and registration with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL).
- Attends and receives continuous education and training which may include recertification (i.e. BCLS, First Aid, and Therapeutic Crisis Intervention Training).

Years of Experience:

- Minimum: 4-5 years of experience

Competencies:

- Individual and group counselling
- Critical thinking, conflict management, and computer skills
- Adult learning principles
- Ability to work in a multi-disciplinary team and independently
- Professional responsibility and accountability
- Ethical decision making
- Ability to communicate effectively

Interpersonal Skills

- A range of interpersonal skills are used to listen to and collect confidential information; ask questions; provide routine and complex information to others; provide expert advice and counselling to the healthcare staff, patients, healthcare professionals, and others including consultation and expert knowledge regarding mental health practices and issues; conduct

formal interviews (i.e. motivational interviews), presentations, and facilitate meetings; provide care, comfort or nurturing to build a therapeutic relationship and negotiate interventions with patients; instruct/train/teach program staff and students; coach and mentor staff; deal with upset/angry people; gain the cooperation of others to complete work; and promote the service to health professionals.

- Communications occur with patients and their families, healthcare professionals, employees, students, manager, government representatives, professional associations and advisors (i.e. Professional Practice, clinical educators) and internal/external executives.
- Most significant contact is with patients and their families, healthcare team members including physicians, and manager.

EFFORT

Physical Effort

- Occasionally, the demands of the job result in considerable fatigue, requiring periods of rest and strength and endurance.
- Regularly moves or lifts equipment/machinery/supplies up to 10 lbs (i.e. binders, meal trays, small supplies and equipment), occasionally moves or lifts equipment/machinery/supplies (i.e. tables, chairs, personal items, etc) up to 25 lbs and occasionally is required to push patients in wheelchairs over 50 lbs.
- When performing patient related tasks, regularly walks or stands to provide care or to observe patients. Regularly sits when counselling/interviewing patients, doing research or documenting patient information on the computer or developing presentations.
- Regularly uses fine finger/precision work requiring steadiness and accurate movement/control. Occasionally, uses hand tools requiring gross motor skills.

Concentration

- **Visual concentration** is required to observe a patient's behaviour and body language, to scan a room for dangerous objects, to review, document or investigate results and to work on the computer researching information.
- **Auditory concentration** includes listening to patients during interviews, to health professionals, and for discussions regarding patient care.
- **Other sensory demands such as touch and smell** are important tools used in the assessment of a patient's condition. **Touch** is used for assessment of skin temperature, as a therapeutic tool to convey comfort and caring. **Smell** is used to detect odors due to illness, infection, body function, and a patient's level of hygiene. Smell is also required to detect dangerous substances such as hazardous chemicals or smoke.
- An example of **repetition requiring alertness** is performing interviews.
- There are **time pressures and deadlines** to schedule and assess patients in a timely manner. **Interruptions** due to patients' schedules are frequent.
- **Lack of control over the work pace** occurs in emergencies or crisis situations, due to the unpredictable number of patient admissions, and schedule of procedures by other professionals.
- **Eye/hand coordination** is required when working on the computer.
- **Exact results and precision** is required when conducting assessments.

Complexity

- Work tasks and activities are different/unrelated and require a broad range of skills and knowledge.
- Work involves providing advanced consulting expertise and education of professional standards of psychiatric nursing care for patients (individuals), groups, families, and communities. Work also involves performing research and advanced practice to develop, implement, and evaluate practices, processes, and treatment plans for the effective, safe and therapeutic care of patients with mental health issues in a non-mental health acute care setting which requires consideration of a wide range of unrelated factors/issues and their interdependencies. Participates in the development, implementation and evaluation of mental health related policies, procedures and guidelines and quality improvement initiatives; develops programs for the management of mental health issues and maintains expertise in mental health practice.
- Typical complexities include assessing a patient's mental status or behaviour situation, defining the issues, interviewing patient and family, reviewing documentation, collaborating with team members, researching conditions and causes, collaborating with health professionals for options, and identifying possible solutions within the context of a multidisciplinary team.
- Complexities tend to be solved by reviewing provincial legislation such as the Mental Health Act, discussing issues with doctors/other healthcare providers, researching on the internet evidence based practices, following guidelines, policies and procedures, manuals, policies, and ARNNL standards/guidelines.

RESPONSIBILITY

Accountability and Decision-Making

- The structure of the work tasks and activities are somewhat prescribed or controlled.
- Works independently in all clinical activities. Decisions are made with regards to the development and application of policies and processes.
- Requires approval for purchasing of non-inventory supplies, and involvement with external committees and situations which are not covered by established policies and processes.
- Exercises some discretion within predetermined limits when performing clinic activities such as planning, intervening, and evaluating interventions on an individual, staff, unit, and organizational level.
- Discretion and judgement are used to interpret directions and apply guidelines to make decisions in clinical situations such as determining a patient's capacity for consent under the Mental Health Act, risk assessment for surveillance, etc.
- Exercises a high degree of discretion and judgment when involved in clinical decisions, referring patients to community mental health services, giving advice on psychiatry issues, evaluating policies, procedures and guidelines, developing programs and to plan, implement and evaluate changes in mental health clinical practice as per evidence based best practices.

Impact

- Work activities have an impact on the patient, the immediate work area, within and outside the department/clinic and organization.
- Work activities could either negatively or positively impact on the quality of care provided to

patients and their families. Individual interventions can impact individual outcomes and interventions at a unit or organizational level can impact the larger group or community.

- Resources that are impacted are processes and systems such as bed utilization and clinical efficiency, information, finances, material resources, and human resources such as staff job satisfaction, health and safety, and corporate image. The most significant impacts are on the patients, their treatment, and health and safety.
- Tasks are generally prescribed and controlled based on professional standards and policies and procedures. Problems tend to be identified and resolved quickly.
- The types of errors that could occur are providing incorrect information about a patient that is significant in their treatment and medication errors. These errors could result in delayed interventions and an increase risk for complications. This is mitigated through the double checking of medications being administered, physicians' orders, and the highly documented patient care plan. Requires licensure to practice and their professional activities are monitored through their professional association. Problems are typically identified within hours of problem identification by incumbents or other health professionals.
- Provides information, advice, and recommendations to the manager, members of the interdisciplinary team including the staff, patients, their families, and the community which affect the patient, unit, department or organization, treatments, and plan of care.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- Provides other development and leadership responsibilities such as on-the-job advice, guidance, orientation, mentoring, and training to new staff. In addition, checks and reviews the work of colleagues in the performance of their duties, delegates tasks to students and provides evaluation.
- Provides team lead responsibilities as it participates in or represents the service on committees, acts as a technical expert for the service/program, provide staff training, community education and health awareness, and participates in projects such as the development of policies for the department.

WORKING CONDITIONS

Environmental Working Conditions

- Required to use protective equipment or follow precautions such as following therapeutic crisis intervention techniques if required, wearing of gloves, goggles, masks, gowns, appropriate footwear, and taking preventative measures against the spread of diseases/infections (hand washing).
- There is limited likelihood of receiving minor cuts, bruises or acquiring minor illnesses, a fracture or other injuries, and receiving a partial or total disability, if all safety precautions are undertaken.
- There is regular exposure to conditions such as infectious diseases, odours, unusual or distracting noise, lack of privacy when giving treatments, having discussions and sharing confidential information, and dirt/dust/filth. Occasionally, exposed to glare (i.e. from computer), hazardous chemicals (i.e. chemotherapeutic agents and radiation from portable x-rays), toxic or poisonous substances, bodily fluids/waste, wet or slippery floors, awkward or

confining workspaces, physical dangers or threats (i.e. from upset/aggressive and confused patients), and sharp objects (i.e. needles).