Title: JOB DESCRIPTION
BEHAVIOURAL NURSE SPECIALIST - REGISTERED NURSE (RN)
Department/s: Nursing
Approved By: Senior Management Committee
Date Approved:
Date Revised:

POSITION SUMMARY
The Behavioural Nurse Specialist - Registered Nurse (RN) is part of an interdisciplinary team and is responsible and accountable to the Manager Resident Care. The Behavioural Nurse Specialist - Registered Nurse (RN) is expected to participate in the Behavioural Supports Ontario model, enhancing services for Ontarians with behaviours associated with complex and challenging mental health, dementia or other neurological conditions wherever they live. These responsibilities shall be carried out in accordance with Fairhaven's mission, vision, values and leadership philosophy, policies and procedures, collective agreements and applicable legislation and regulations.

The Behavioural Nurse Specialist - Registered Nurse (RN) demonstrates competence at the current level of knowledge of his or her practice, seeks help and guidance when unable to perform competently, refrains from practicing beyond his or her competence and is accountable for his or her own actions and will promote and support a high quality of care for the residents while respecting their identified needs and preference. As a valued member of Fairhaven's team, the Behavioural Nurse Specialist - Registered Nurse (RN) will demonstrate a commitment to resident and staff safety in accordance with Fairhaven's policies and governing bodies

RESPONSIBILITIES
In accordance with the established policies of Fairhaven, the Behavioural Nurse Specialist - Registered Nurse (RN) will:

1. Maintain a resident-centered approach in assessment, planning, provision and evaluation of resident care
2. In-home lead for behavioural support (Behavioural Supports Ontario (BSO) Lead
   a. Direct, supervise and evaluate the work of the BSO team within the long term care home
   b. Liaise with long term care senior leadership
   c. Liaise between the family and long term care staff
   d. Coaches other staff on behavioural care plan for residents
   e. Liaise with outside behavioural care providers
   f. Liaise with long term care home physician(s)
3. Leads/participates in development of behavioural care plan
   a. Conducts behavioural assessment for residents upon admission to long term care home
   b. Conducts associated screenings such as Confusion Assessment Method (CAM), Mini-Mental State Examination (MMSE)
   c. Provides case management for behavioural residents
   d. Updates and monitors behaviours tracking forms/whiteboards
   e. Coordinates and follows up on lab orders
   f. Updates behavioural sections of Resident Assessment Instrument (RAI) and Mini Data Set (MDS) care plan
   g. Leads implementation of care plan recommendations
   h. Participate in care conference for all behavioural residents
   i. Monitors and evaluates care provided
4. Leads/supports BSO quality improvement initiatives
5. Leads education and knowledge transfer to all staff on preventative behaviour management
6. Responsible for following established nursing principles, physicians' orders and Fairhaven's policies and procedures;
7. Demonstrates accountability, effective communication, professionalism, and competency with residents, colleagues, family members, and community stakeholders, by providing high quality resident care within legislated standards as defined by the Ontario College of Nurses;

8. Participates in orientation, training, staff development, performance management, authorization of overtime, in accordance with collective agreements and deployment of staff resources in a timely manner;

9. Participates in nursing research, resident satisfaction and continuous quality improvement initiatives (e.g. Residents' First);

10. Implement a safety culture within area of responsibility by ensuring residents and staff comply with all aspects and regulations related to the Ontario Occupational Health and Safety Act and Fairhaven's Health and Safety policies and procedures, and other governing bodies;

11. Maintains active membership in appropriate professional associations.

12. Perform all other duties as assigned.

ENVIRONMENTAL FACTORS
- Exposure to plants, perfumes, cleaning agents, dust, etc.
- Conflict management
- Unpredictable resident behaviour
- Exposure to communicable diseases
- Emotional impact of dealing with residents with deteriorating conditions
- Frequent non-routine job demands.

REPORTING RELATIONSHIP
- Works in collaboration with the Behavioural Support Team and within established reporting structures.

QUALIFICATIONS
- Graduate of an approved School of Nursing, or Registered Nursing Diploma from a recognized College, University or School of Nursing (BScN preferred) and currently registered as an RN in good standing with the College of Nurses of Ontario.
- A completed Police Record Check, including vulnerable sector screening, which is not older than 3 months.
- Prior experience with clients in long term care and the community.
- Current First Aid and CPR certification
- Training, or the ability to obtain training in, P.I.E.C.E.S., Gentle Persuasive Approach, U-First!, Montessori, etc
- Canadian certificate in Gerontology considered an asset
- Three (3) years recent experience as an RN in long term care considered an asset
- Experience with quality improvement processes considered an asset

COMPETENCIES
Knowledge
- Demonstrated extensive knowledge and skill working with individuals with various types of dementia, delirium, mental health, addictions, other neurological conditions, and those who experience an acute behavioural change
- Enhanced knowledge of family and caregiver needs who can be best-served by a behavioural support system
- Demonstrated knowledge of the Long-Term Care Home Act and Regulations and other legislation that is relevant to the location in which care is provided
- Training/ knowledge of GPA, P.I.E.C.E.S. TM, U-First!, Recovery/Psychosocial rehabilitation approaches or willingness to receive training
- Experience/ familiarity with RAI documentation including assessments, Resident Assessment Protocols (RAPS) and care planning functions
Person-Centred Care Delivery
- Demonstrated person and caregiver focused care and supported by best evidence-based clinical practices
- Demonstrated knowledge of best practices for dementia, delirium, depression and other mental health issues and their effect on clients, families and caregivers
- Demonstrated commitment to the goals and principles of the Behavioural Supports Ontario (BSO) program and its health service employers

Clinical Skills (Including Assessment, Care Planning and Intervention)
- Works to full RN scope of practice
- Good physical and behavioural assessment skills for evaluating dementias, cognitive impairments, depressions, and deliriums, mental health and addictions
- Excellent critical thinking skills for the early detection, intervention, and prevention of responsive behaviours
- Good understanding of non-pharmacological and therapeutic behavioural approaches
- Good understanding of pharmacological agents, and their interactions, that are used to manage conditions that have behavioural components along the disease continuum
- Demonstrated trouble-shooting and problem-solving approach relative to behavioural exacerbations

Field-Based Quality Improvement and Knowledge Transfer
- Commitment to quality improvement and change initiatives
- Commitment to a process of continuous improvement concerning the RN role
- Knowledge of and commitment to knowledge exchange as a means of continuous quality improvement, education and capacity building in the individual, team, organization, and system
- Demonstrated commitment to seeking and sharing practice-based experiences in two-way exchange

Change Management Skills
- Demonstrated enthusiasm, flexibility and ability to cope with change
- Commitment to change management

Leadership, Facilitation, Coaching and Mentoring
- Ability to demonstrate team leadership skills
- Provides facilitation, coaching, mentoring and adult learning skills

Cultural Values and Diversity
- Recognize the consumer, their culture and diversity
- Recognize one’s own (personal) perspectives and how they interrelate /impact the consumer
- Demonstrated cross-cultural awareness –the values and beliefs that impact on behaviour.

Prevention and Self-Management
- Demonstrated effectiveness working with minimal supervision with proven reliability and trustworthiness
- Ability to follow written and verbal instructions
- Ability to meet physical and safety conditions

Resiliency and Adaptability
- Ability to adapt positively and productively to changes in the work environment
- Ability to identify indicators of compassion fatigue and plan effectively for mitigation
- Utilize an appropriate problem solving approach relative to the situation within their scope of practice
Collaboration and Communication

- Demonstrated effectiveness as a team member through collaboration, respect and effective communication skills in interacting with clients, family members and other members of inter-professional care teams, including community and primary care team members
- Ability to use various strategies to catalyze, foster and enhance collaboration and communication amongst partners in care.

Technology Skills

- Demonstrated basic computer skills including, ability to use electronic communication devices and software pertaining to risk management and RAI documentation

Professional and Work Ethics

- Demonstrated professional work ethic and behaviours in interaction with internal and external contacts
- Proven good attendance record, organizing and prioritizing work effectively, emergency management effectiveness