

Benchmark Title **NURSE – 16P**

Grid Level 16P – Paraprofessional Wage Grid

Job Summary The position provides nursing care to clients with mental and/or physical, behavioural, medical and other problems.

- Key Duties and Responsibilities**
1. Discusses, plans and evaluates nursing care and therapies of clients together with physicians, professional therapists, social workers and other professionals.
 2. Encourages patients to participate in rehabilitation, work functions, recreational community and other activities to build self-confidence and to develop life skills and relationships with others. Evaluates clients adjustments to the community and general progress. Prepares reports and/or discusses client progress with other professionals.
 3. Performs nursing care to clients such as administering prescribed medications and treatments and observing, recording and reporting symptoms and changes in patient conditions.
 4. Provides counselling, guidance and support to clients and their families and/or caregivers in health care and treatment including details in home care.
 5. Carries out established procedures to prepare essential facilities, equipment and supplies. May assist physicians in examinations, treatments minor surgery and care delivery.
 6. Provides or assists with emergencies consistent with legislative parameters and approved organization policy. May perform record keeping and other clerical duties as required.
 7. Trains support staff to carry out individual health care procedures such as medication administration, in accordance with relevant regulations and established internal procedures.
 8. May provide in-home health education and registered nursing care
 9. Performs other duties as required.

Qualifications *Education and Knowledge*

Three-year diploma in Nursing, plus registration with RNABC or RPNABC.

Training and Experience

One (1) year recent related experience.

Or an equivalent combination of education, training and experience.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: Nurse

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires 3-year diploma in nursing and registration with the Registered Nurses' Association of British Columbia (RNABC) or the Registered Practical Nurses' Association of British Columbia (RPNABC)	5	94
2	Training and Experience – Requires 1 year recent related experience	3	75
3	Physical Demands – Once in a while, pushes, pulls, lifts or carries clients in awkward positions	5	35
4	Concentration – Often observes clients to interpret symptoms and changes in conditions to plan and evaluate nursing care and therapies	6	50
5	Independence – Guided by nursing standards; applies accepted work methods to plan and evaluate individual patient care and therapies	5	71
6	Judgement – Judgement required to identify symptoms and changes in clients' conditions and evaluate and modify nursing care and therapies accordingly	6	86
7	Leadership/Supervision – Trains support staff to carry out individual health care procedures	3	60
8	Accountability – Work performed and decisions made have direct impact on final service provided; work is evaluated for compliance to nursing standards	5	71
9	Communication – Secures the cooperation of clients, some of whom may not be cooperative when receiving nursing care	5	71
10	Care of Individuals – Work involves providing individualized nursing care plans, direct nursing care and remedial treatments	4	40
11	Environment/Working Conditions – Often exposed to highly undesirable working conditions in the form of bodily fluids and/or waste	6	50
Total Points			703
Grid Level			16P

*Note: Benchmark rated 16P as per arbitration decision of Vincent L. Ready on June 27, 2006