



## Job Specification

**Position Title:** CLINICAL NURSE SPECIALIST, RPT  
**Job Code:** OPSEU - Nurse 3 General, 50054/h  
**Job ID:** 34260

### **Purpose of Position:**

• To provide comprehensive gender-responsive health care teaching, programs, research and services to male youth and staff of the Ronald Lester Youth Centre and to contribute to a case management multidisciplinary team approach in the provision of services to youth.

### **Duties/Responsibilities:**

Under the general and professional supervision of the Manager of Health Care Services the position is responsible for:

- Developing, implementing and evaluating health care programs and services, such as programming for youth with self injurious behaviors, eating disorders, sexuality, birth control, pregnancy, sexually transmitted diseases and precautions to prevent sexually transmitted diseases, parenting skills, special programming for female youth.
- Facilitating psychiatric clinics for the health care centre and acting as liaison between the case management team and the psychiatrist
- Participating in case management team meetings as a health care expert in assessment and treatment of health care issues
- Participating in discharge planning and reintegration process to connect youth with health care resources in the community
- Providing health care teaching and staff training to nursing staff as well as other facility staff, including the interaction of physical illness with psychological illness; infection control; Coordinating health care teaching with community resources, including public health
- Performing professional nursing duties by assessing medical and nursing needs of youth, including mental health status
- Providing health care services to youth, including crisis intervention, education and consultation to help young persons to manage complex and challenging health care situations, including mental health issues
- Preparing and maintaining confidential health care records including timely and accurate documentation, accurate filing of medical histories, reports and consultations; Compiling and filing accident and injury/occurrence reports where appropriate; Maintaining and documenting timely and accurate information in the logbooks ensuring confidentiality
- Communicating pertinent and appropriate health care information to clinicians/physicians/ facility staff to ensure a continuum of care and effective health care approaches
- Providing consultation services to the staff regarding management of mental health issues for young persons
- Participating in research that supports the implementation of evidence into practice; Leading and supporting quality initiatives and research topics that will improve client outcomes; Identifying and monitoring indicators to measure effectiveness of programs
- Providing departmental leadership by assisting with the supervision and training of nurses and nursing students
- Assisting in the development, implementation and evaluation of policies, procedures and protocols

### **Knowledge:**

Job requires advanced knowledge and skills in the areas of nursing theories, assessment and practices, including mental health and health care education and research. Knowledge of evidence based practice and program development, including program evaluation and knowledge of research methods and practices. Knowledge of adult education principles, practices and techniques to develop, implement and evaluate education and training programs for staff. Job requires knowledge of facility and health care policies and procedures to ensure appropriate treatment implementation including safety of youth, and security of health care area; to report observations to the manager that may affect programs and youth activities.

Job requires knowledge of relevant sections of related legislation (e.g. Mental Health Act, Regulated Health Care Professional Act, Health Care Consent Act, YCJA, CFSA) to ensure compliance with health care standards and to ensure that legislated youth entitlements are adhered to (e.g., consent to

treatment, confidentiality of records).

Ability to acquire knowledge of computerized Youth Offender Tracking Information System (Youth OTIS) to input/retrieve young person information.

Job requires knowledge of infection control practices.

**Staffing and Licensing Requirements:**

Current Ontario College of Nurses registration as a Registered Nurse. Current First Aid and CPR certification.

**Skills:**

Job requires effective assessment, judgment, reasoning, analytical and problem-solving skills to elicit and interpret information from youth and other sources, identify health care problems, evaluate information and draw conclusions to assist in the development of health care treatment plans, evaluate youths' response to planned health care intervention and to decide, in conjunction with youth, health care and facility team professionals whether to continue or modify interventions and youth treatment goals, to assess emergency situations and to decide on implementation of appropriate treatment measures; to develop, implement and evaluate health care programs, services and training.

Job requires leadership skills to develop health care programming, assist with the supervision of nursing staff and students, promote health care research initiatives.

Job requires oral and written communication skills to present information (e.g. assessment of needs and treatment updates) , to collaborate with physicians or facility staff regarding youth health care, treatment and discharge plans; to advocate on behalf of youth with treatment professionals and agencies; to document/chart youth treatment and progress; to prepare program proposals and research reports; to conduct health care teaching and programming for staff and youth

Job requires interpersonal skills to advise/counsel youth about health care treatment, possible side effects of medication/health care treatment and expected outcomes; to promote education and achievement of treatment goals; to work effectively with health care team and multidisciplinary facility team, to interpret or clarify information about health care treatment to youth, facility staff, respond to complaints or concerns and to encourage youth compliance with health care treatment plans.

Job requires ability to operate Microsoft office software programs, internet and email to prepare reports, enter and retrieve data and facilitate communication.

**Freedom of Action:**

The job requires working independently as a health care teacher and program provider and interdependently within the multidisciplinary team and the MCYS, legislative and nursing practice parameters (CNO) ensuring safety of young persons and security of health records. Job evaluates health care situations and in the absence of the physician, deciding upon course of action and referring doubtful or serious cases to the physician. Job requires communicating issues such as non-compliances with nursing standards, errors and security concerns to Manager Health Care services. Job requires making recommendations to Manager of Health Care Services on the development of new health care programs, training and research projects.