

MONTCALM CARE NETWORK

Integrated Care Nurse

Pay GradePay Scale: 12

Status: Salary Exempt

I have read my job description
and understand the essential
functions.

Name: _____

Date: _____

General Summary

Under the supervision of the Integrated Care Nurse Manager, provides nursing and medical support services to person with primary severe, persistent mental illness, developmental disabilities, and/or serious emotional disturbances and co-occurring complex medical conditions. A team approach is utilized to ensure integration between physical and mental health needs with a focus on managing chronic disease. Promoting preventative care and self-management health care strategies is emphasized. Promotes mental health recovery, wellness, and full participation within the community for consumers in a manner where practice is trauma informed, co-occurring capable, person/family centered and integrated with other health care providers.

Essential Functions

1. Reviews health screens for consumers entering treatment, establishes contact with primary care physicians to facilitate coordinated care and provides basic nursing assessments for individuals with who have no access to medical care.
2. Completes nursing evaluations and health services assessments that include medical and other health service needs, nursing needs and assessments of self care skills and other health related special needs for individuals requiring specialty nursing care.
3. Participates as part of an interdisciplinary team in the person/family centered planning process to provide information concerning the medical and other health treatment goals of the consumer.
4. Monitors the implementation of nursing or health plans for each assigned consumer. This includes providing follow-up and monitoring services related to plan goals, objectives, and interventions, completing required assessments and periodic reviews, as needed.
6. Provides service delivery to people with emergency, crisis, and long term dysfunctional behaviors utilizing various modalities of intervention.
7. Provides health education and prevention services to consumers.
8. Provides consultation and training to internal staff related to disease management protocols, health prevention strategies, and other relevant population health topics.

9. Provides health education, prevention, and training to direct care staff, family and caregivers to ensure health and wellbeing of consumers. This includes specific consumer plan information, as well as general health trainings.
10. Acts as a liaison to psychiatrist to ensure consumers have access to medication refills and lab work per physician orders.
11. Evaluates consumers during periods of interaction to determine their stability, medication compliance and general health and well being.
12. Conducts home visits to determine for the purpose of assessing client's needs and to coordinate services with homeowners, families, direct care providers, physicians and other health services.
13. Enhances community understanding and acceptance of mentally ill or developmentally disabled individuals, as well as existing services through community presentations to civic and community agencies, and other interested groups and participation in community collaborative efforts.
11. Participates in the Infection Control effort and provides infection control education and programs for agency staff and consumers as assigned.
12. Provides injections, receives, stores, and disposes of medication in compliance with all agency policies/procedures and accrediting bodies.
13. Completes OBRA nursing assessments in compliance with MCN regulations.
14. Maintains complete and detailed case records consistent with Department of Community Health standards, agency policies and procedures, accreditation, certification requirements and requirements of third-party funding sources.
15. Ensures that clinical documentation regarding clients is kept secure and confidential and maintained consistent with Department of Community Health and the Montcalm Care Network's policies and procedures.
16. Complies with recipient rights reporting requirements established by the Mental Health Code and procedures of the Montcalm Care Network's Board.
17. Provides consultation on health related issues as part of the emergency services system.
18. Must participate in an annual minimum of 16 hours of training relevant to the population served or 24 hours if assigned specifically to the children's population.
19. This position will be knowledgeable about and actively support: 1) culturally competent recovery based practices; 2) person centered planning as a shared decision making process with the individual, who defines his/her life goals, and is assisted in developing a unique path toward those goals; and, 3) a trauma informed culture of safety to aid consumers in the

recovery process.

This list may not be inclusive of the total scope of job functions to be performed. Duties and responsibilities may be added, deleted or modified at any time.

Employment Qualifications

Education: Possession of an Associates of Arts degree in Nursing or a diploma from an accredited nursing school.

Experience: One year of professional experience in a mental health agency. May need experience in a specialty population children with SED, persons with DD, adults with SMI, the elderly, persons with co-occurring substance use disorders or complex medical conditions.

Other Requirements: Licensed as a Registered Nurse in the State of Michigan.

Possession of a valid State of Michigan driver's license.

The qualifications listed above are intended to represent the minimum skills and experience levels associated with performing the duties and responsibilities contained in this job description. The qualifications should not be viewed as expressing absolute employment or promotional standards, but as general guidelines that should be considered along with other job-related selection or promotional criteria.

Physical Requirements: *[This job requires the ability to perform the essential functions contained in this description. These include, but are not limited to, the following requirements. Reasonable accommodations will be made for otherwise qualified applicants unable to fulfill one or more of these requirements]:*

- Ability to operate an automobile.
- Walks over uneven terrain and climbs stairs to access clients at various locations throughout the area.
- Bends and stoops to access files to place and retrieve documents.
- Ability to enter and retrieve data in a computer.

Working Conditions: Stressful conditions are regularly encountered. These include interactions with mental health consumers and with citizens, community representatives, staff and co-workers who are experiencing or dealing with crisis situations. It also includes rapidly altering work assignments and a variety of work locations in the community including private residences and other uncontrolled environments. Work hours and schedules may vary and may include overtime, and evening, weekend and holiday hours on-call or other hours that are outside of regular work hours.

Competency Checklist Medical/Health Care Staff

Integrated Care Nurse

Populations Served:

SMI DD Children/Adolescents Geriatric SUD Integrated Health

Competency	N/A	Met	*Developing
Knowledge of stages of growth and development			
Ability to complete elements of health assessment			
Ability to complete Mental Status Exam			
Knowledge/skills in diagnosing based on current DSM			
Ability to develop integrated treatment plans			
Knowledge/skills in crisis intervention			
Skills in management/intervention of aggressive, self-harm, suicidal behaviors			
Knowledge of trauma and impact on behaviors and functioning			
Knowledge of the principles of Gentle Teaching			
Knowledge of co-occurring substance use disorders			
Knowledge of chronic health conditions inter-relationship with mental health disorders			
Knows the principles of behaviorism			
Ability to apply motivational strategies in a stage wise manner to interventions			
Knowledge of disease management protocols			
Ability to teach self-management skills			
Ability to communicate clinical information to individuals and groups			
Knowledge of community resources			
Knowledge of psychotropic medications and risk factors			
Ability to interpret lab results and communicate medical information			
Ability to gather vital signs			
Skill set in care management and coordination with community providers			
Possess communication skills or options for nonverbal individuals or those with limited English proficiency**			
Understanding of Cultural Competence Standards and Person centered principals and requirements**			
Knowledge of Mental Health Code			
Knowledge of Recipient Rights**			
Infection Control**			
Fire safety, security and disaster response**			
Knowledge in use of electronic health records and confidential management of health information, HIPPA**			

**Requires completion of agency or Essential Learning training

*Developing competencies are addressed in the Staff Development Plan