

Role Profile: Geriatric Emergency Management

Job Title:

Geriatric Emergency Management (GEM) Nurse

Position Overview:

GEM nurses provide an expert clinical resource in hospital Emergency Departments. Their focus is on those frail seniors who are at risk of suffering adverse events, loss of independence and admission to hospital or long-term care. GEM nurses provide expert and targeted assessment and treatment services in the Emergency Department; they enhance linkage with hospital and community services and are advocates for the frail seniors they serve. As well, in their role as geriatrics educators and capacity builders within the ED, the hospital and the community, GEM nurses help to build the systems capacity to ensure that frail seniors at risk receive the right care, in the right place, at the right time.

Specific Responsibilities:

- Assist in the implementation of standardized protocols to screen and refer the high-risk elderly in the emergency department, including ongoing education and training.
- Provide appropriate assessments and consultation to identify acute symptoms, underlying health conditions, physical, functional, emotional and cognitive status, home environment issues and home supports needed for the at-risk elderly identified in the emergency department.
- Make recommendations for care for frail seniors and assist in their implementation within the emergency department, and other hospital services, including specialized geriatric services.
- Assist in the development of linkages with community services (e.g. family physician, Community Care Access Centre, long-term care settings, ambulatory care RGP services).
- Develop innovative solutions to address concerns with patient transfers between the ER and other community providers (may include education, development of protocols, etc...) with a view to building capacity in the system
- Educate patients/families/staff both formally and informally regarding the particular needs of the elderly and the specialized care they require in the ED.

- Participate in research and in ongoing ED quality improvement initiatives, including collecting outcome data for the GEM service.
- Provide support to the emergency department in developing elder-friendly emergency health care environment.
- Work collaboratively within the CE-LHIN GEM Project (all 5 hospitals) to provide support, education and sharing of ideas to facilitate success beyond the organization.
- Participate in program evaluation and reporting requirements.
- Participate in provincial GEM liaison group and the Regional Geriatric Program - Geriatric Emergency Work Group activities and maintain links with other GEM nurses beyond the CE-LHIN.

Qualifications:

Mandatory:

- Registered Nurse in good standing with the College of Nurses of Ontario
- Baccalaureate degree in Nursing
- Member of the Registered Nurses Association of Ontario
- Minimum 3 years experience in geriatrics and/or emergency services

Preferred:

- Post-baccalaureate education in nursing (including Masters Degree In Nursing, Primary Care Nurse Practitioner Course or Acute Care Nurse Practitioner program)
- Gerontological Nursing Certification (CNA)

Competencies/Skills/Knowledge

- Demonstrated excellence in oral and written communication
- Excellent interpersonal, problem solving and teaching skills
- Advanced knowledge of the nursing process, the consultation process program planning, research methodology and crisis management
- Ability to function collaboratively within an interdisciplinary team
- Ability to practice in a self-directed manner
- Demonstrated ability to provide effective professional practice leadership
- Knowledge of College of Nursing of Ontario standards of practice and standards of practice in area of specialty

- Ability to identify potential for patient risk and intervene appropriately
- Knowledge of adult learning and learning theories
- Proven analytical thinking and problem solving skills
- Knowledge of current and future trends in area of specialty in nursing
- Strong computer skills utilizing MS Office Suite products (e.g. Word, Excel, PowerPoint), and audiovisual equipment

Professional Accountabilities:

- Practice in accordance within specific professional standards
- Seek help and accept guidance when a gap in competence is identified
- Maintain own clinical and professional competency
- Maintain membership in professional role-related organizations
- Commitment to lifelong learning and continually seeks ongoing education