

Our Communities

SOUTH ISLAND REGION

Greater Victoria (including Saanich Peninsula), Sooke, Ladysmith, Chemainus, Duncan, Lake Cowichan, Gulf Islands (Saltspring, Galiano, Mayne, Pender and Saturna)

CENTRAL ISLAND REGION

Nanaimo, Courtenay-Comox, Campbell River, Cumberland, Qualicum Beach, Parksville, Gold River, Discovery Islands

NORTH ISLAND REGION

Port Hardy, Port Alice, Port McNeill, Alert Bay, Cormorant Island, Tahsis, Kingcome Inlet

PACIFIC RIM REGION (WESTERN VANCOUVER ISLAND)

Port Alberni, Tofino, Ucluelet



VANCOUVER ISLAND Health Authority

opportunities for Aboriginal peoples in nursing



For More Information & How to Apply

If you are looking for an employer that understands the importance of balance between your work and personal life, that has a strong commitment to values you share, and that can offer you many professional growth opportunities - talk to us.

VANCOUVER ISLAND HEALTH AUTHORITY
EMPLOYMENT SERVICES

Begbie Hall, 1952 Bay Street, Victoria BC V8R 1J8
Telephone: 250.370.8522 | Toll Free: 1.888.296.3963 | Fax: 250.370.8570
Email: jobs@viha.ca



THE VANCOUVER ISLAND HEALTH AUTHORITY

The Vancouver Island Health Authority (VIHA) provides health care services to over 730,000 people on Vancouver Island, on the islands of the Georgia Strait, and in the mainland communities north of Powell River and south of Rivers Inlet. VIHA delivers these services through a network of hospitals, clinics, centres, health units and residential facilities.

WHY CHOOSE A CAREER IN NURSING?

- Opportunities to work in your local community
- Rewarding positions working to improve our communities
- Balance between work and family life
- Opportunities to incorporate knowledge on Aboriginal health issues and traditional learning and beliefs into the field
- Excellent wages and opportunities for continuous learning

HOW DO I ACHIEVE A CAREER IN NURSING?

- Nursing programs range from 6 months to 4 years depending on the level of certification
- Nursing courses and programs are offered by colleges and universities throughout the area including Camosun College, North Island College, Vancouver Island University and the University of Victoria
- Various bursaries and scholarships are available from educational institutions
- Educational funding is available for many Aboriginal students through their local Aboriginal Human Resource Development Agreement Holder or Friendship Centre
- Educational institutions may assess prior learning to be put toward course credits

Darlene Martin, RN, BScN

DARLENE IS OF COAST SALISH AND IRISH ANCESTRY AND HAS BEEN WORKING AS A NURSE FOR OVER 35 YEARS.

She graduated from Saint Joseph's School of Nursing in 1973 and worked for many years in Operating Rooms and on general nursing units. In 1993 she returned to school and completed a Bachelor of Science in Nursing from the University of Victoria focused on Aboriginal people's health and wellness.

In 2000 Darlene was hired as the First Nation Liaison by

the Capital Health Region's First Nation Health Advisory Committee and realized her dream of working within the health system influencing health services to be more accessible and acceptable for her own Coast Salish people on the South Island.

In 2001, the Vancouver Island Health Authority was formed and Darlene assumed management responsibility for Aboriginal Health on a Vancouver Island-wide basis, allowing her to transfer the skills, abilities and approaches learned on Southern Vancouver Island in Coast Salish territory to Kwakwaka'wakw' and

Nuu-chah-nulth territories.

Darlene has worked closely with the School of Nursing at the University of Victoria to advance the practice of Aboriginal Health nursing. This work lead to collaboration on several projects: the development of the course "Nursing with Aboriginal Peoples of Canada", and the creation of a DVD titled "Nursing; The Difference is You", a recruiting tool aimed at Aboriginal youth, showcasing Aboriginal nurses as role models.

Darlene continues to work with the School of Nursing in engaging with other Aboriginal



nurses on the Island to bring a strong Aboriginal nursing voice to the planning table for partnership and collaboration. This partnership has developed a guiding framework for cultural safety in nursing.

Darlene is a past BC Board Director for the Aboriginal Nurses Association of Canada. In 2006 her Alma Mata honoured her with its inaugural 'Excellence in Nursing' award and in 2007 she was again honoured by colleagues at being nominated for the VIHA 'Value and Recognition Award for Collaboration'.

Monique Pat, Registered Psychiatric Nurse



A TRUE ISLANDER, A DESCENDANT OF ALL THREE ISLAND FIRST PEOPLES, THE COAST SALISH, NUU-CHAH-NULTH AND KWAKWAKA'WAKW

"I had the opportunity to take the Home Support Worker / Resident Care Attendant program at North Island College in 1997 in Alert Bay. I learned that through this program I was a natural care giver. I was inspired by Maggie

Sedgemore, our instructor, who was also Namgis and was a Registered Nurse; and had been an adult student. I had always thought in my mind, if she could do it; that I could do it too.

I had a career for nine years with this certification. I wanted to continue on in school. I attended Stenberg College when they offered for the first time a course for Psychiatric Nursing Degree on the Island. While working in Aboriginal Health in

VIHA on the South Island I was further influenced by Darlene Martin RN, BSN and Christine Atkins RPN, BSN.

The best experience is working with clients and patients in my practicum placements.

I recommend education, knowing who you are and where you come from, and surround yourself with positive influences, volunteer to your community, balance culture and modern living. Never give up on your dreams."

JOB OPPORTUNITIES

For a full listing of current opportunities and job requirements, please go to www.viha.ca

HOME SUPPORT WORKERS / RESIDENT CARE ATTENDANTS (HSWs/RCA's)

Home Support Workers / Resident Care Attendants (known provincially as Health Care Assistants) work in a variety of environments, including adult day programs, residential care, intermediate care, extended care units, and home support agencies. HSWs/RCA's work primarily with the elderly. Demonstrated skills and abilities include, but are not limited to:

- Sensitivity to the needs of others
- Ability to communicate with patients / clients / residents and families
- Ability to handle responsibility
- Ability to perform basic home management and some cooking skills

LICENSED PRACTICAL NURSES (LPNs)

LPNs work as part of a multidisciplinary team, and are responsible for performing assessments, plans, nursing procedures and providing personal care. Education, training and experience required includes:

- Graduate of a recognized practical nursing program or equivalent
- Current full licensure with the College of Licensed Practical Nurses of British Columbia (CLPNBC)

NURSE EDUCATORS

Using knowledge and clinical experience in specific areas, nurse educators function as a clinical resource, providing consultation and in-service to other members of the health care team regarding the care and treatment of patients/clients/residents. Nurse educators provide direct patient care, teaching and problem solving. Education, training and experience required includes:

- Graduate of a recognized practical nursing program or evidence of an equivalent combination of education, training and experience
- BScN or Diploma with Canadian Nurses Association (CAN) certification for specialty and/or service area required or evidence of an equivalent combination of education, training and experience
- Current and active registration with the College of Registered Nurses of British Columbia (CRNBC) required

NURSE PRACTITIONERS (NPs)

Responsible for the assessment of patients, clients and/or residents including diagnosing diseases, disorders, and conditions. NPs will initiate treatment ranging from health care management to therapeutic interventions and prescriptions of medication. NPs must have current full licensure as a Nurse Practitioner with the College of Registered Nurses of British Columbia. Demonstrated skills and abilities include, but are not limited to:

- Ability to communicate with patients / clients / residents and families about health matters
- Ability to work within and lead a team
- Ability to self-direct, interact and adapt effectively with other professionals in complex, dynamic situations
- Ability to collaborate, consult with and formally refer patients / clients / residents to physicians and other health professionals
- Ability to supervise others and evaluate the care they deliver
- Ability to self-assess and assume responsibility and accountability

REGISTERED NURSES (RNs)

There are a variety of areas for RNs to work in, including: Cardiac Services; Child, Youth and Family; Critical Care; Emergency; Surgical; Mental Health and Addiction Services; Public Health; Rural; Seniors (Elder) Health; and others. RNs work as part of a multidisciplinary team, and are responsible for assessing, planning, providing and evaluating nursing care for assigned patients. Education, training and experience required includes:

- Graduate of a recognized School of Nursing
- Current and active registration with the College of Registered Nurses of British Columbia (CRNBC) or the College of Registered Psychiatric Nurses of British Columbia
- Post-basic education in area of specialty (if applicable)
- Ability to effectively apply the nursing process in a well organized manner to the care of assigned patients