

### **Job Description**

The Registered Nurse (RN) is responsible for the assessment and planning of resident care needs, delivery of skilled procedures, medication administration and documentation in accordance with quality management, legislative requirements and Algoma Manor policies and procedures and the Ministry of Health—Long Term Care standards. The works collaboratively with other members of the health care team in order to provide quality care to residents and their families.

### **Qualifications**

- Current registration as a Registered Nurse with the College of Nurses of Ontario.
- Bachelor of Science – Nursing (BScN), Bachelor of Nursing (BN), or equivalent.
- Minimum of two years related clinical experience (experience in rehabilitation of long-term care nursing preferred).
- Knowledge of the requirements of the Nursing Homes Act and Regulations, the appropriate sections of the Health Disciplines Act, Occupational Health and Safety Act, Pharmacy Act, Food & Drug Act, and other pertinent Federal, Provincial and Municipal Statutes which influence the operation of caregiving at Algoma Manor, and more specifically, the Nursing Department.
- Sensitive and empathetic to the needs of the residents
- Ability to exercise tact and diplomacy in dealing with residents, families, and visitors.
- Experience in a long-term care setting.
- Demonstrated strong interpersonal skills.
- Excellent verbal and written communication skills.
- Preference will be given to candidate able to communicate in English

### **Working Conditions**

- Interaction with male and female residents of all ethnic and cultural backgrounds
- Lifting alone and with assistant
- Pushing and pulling content
- Crouching, kneeling, stooping/bending for short periods of time
- Walking and climbing stairs frequently
- Standing for long periods of time

### **Responsibilities**

1. Provides nursing care in accordance with Algoma Manor's established policies, physician orders, Resident plan of care, and within the scope of practice of an RN.
2. Utilizes sound nursing practice principles, the RN will ensure the delivery of excellent nursing and personal care

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3. Provides appropriate and timely reports to the Director of Care and/or Care Coordinator.
4. Liaises with Ministry of Health Compliance Advisors and Consultants, social workers, physicians, psychiatrists, the coroner and any other appropriate health care facilities.
5. Responsible for assessing, planning, implementing and evaluating nursing care to meet the physical, psychological, emotional, spiritual, cultural and social needs of the residents.
6. Demonstrates a professional working knowledge of all equipment used in the delivery of nursing care.
7. Identifies issues to ensure an adequate inventory of nursing supplies at all times.
8. Interprets the services of the home, where necessary, to the public, residents, visitors, team members, and volunteers.
9. Ensures a timely and accessible admission for the residents including a comprehensive orientation to the home.
10. Participate in the homes sustainable RAI MDS 2.0 model. Will complete the assigned RAI MDS 2.0 assessment cycle per resident as directed and required.
11. Ensures that resident transfers and discharges are timely and safe.
12. Ensures the supply, control, and safe keeping of drugs and narcotics, ensures protocols are followed on all assigned shifts.
13. Responsible for safekeeping of drug and narcotic keys in accordance with professional standards and organization policies.
14. Participates in in-services and education of other nursing team members and team members in other departments as required.
15. Acts as a role model for nursing team members performing within the professional guidelines of the College of Nurses of Ontario and in accordance with relevant legislation such as the Long-Term Care Standards and the Nursing Act.
16. In consultation with the resident/family, systematically collects data about the needs and health status of the resident for initial screening and for ongoing assessment in order to determine nursing diagnosis.
17. Develops and maintains, in collaboration with members of the health care team, an individualized plan of care for each resident.
18. Identifies priorities, target dates and strategies and interventions in order to contribute to the individualized care plan that achieves the best possible outcomes for each resident.
19. Respects resident autonomy by involving residents in their own plans of care on an ongoing basis.
20. Validates the plan of care, goals and objectives with the resident/family.
21. Collaborates with the inter-professional team in the planning, provision and evaluation of care.
22. Fosters effective interpersonal relationships within the therapeutic communication guidelines established by the College of Nurses.
23. Provides effective guidance and leadership for the Registered Practical Nurse (RPN) and the Personal Support Worker (PSW).

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24. Ensures that documentation standards are reflected in the resident's chart.
25. Is actively involved in the development of, and compliance with, set protocols, programs, policies and procedures for the department.
26. Coordinates activities on the unit by actively participating in the inter-professional Care Planning meetings regarding resident/family needs.
27. Liaises with other disciplines to ensure that a holistic, resident centered approach to care is upheld.
28. Reinforces and works towards achieving goals and objectives established by the Director of Care and/or Care Coordinator and the multidisciplinary care team.
29. Participates in the unit programs (i.e. quality assurance, back education, infection control, etc.) and the accreditation process.
30. Contribute to the professional development of others by acting as a role model, preceptor and mentor.
31. Effectively participates in conferences with the interdisciplinary team providing care to the residents.
32. Liaises with medical team members, nurse specialists, and consultants and supports effective clinical care for all residents.
33. Conducts ongoing communication with families to inform them of changes in resident health status.
34. Knows and interprets MOHLTC legislation, regulation and process.
35. Provides leadership for all components of resident care in the absence of the ADOC or designate.
36. Initiates the emergency plan as necessary
37. Responds to all emergencies immediately; acts as the emergency manager until relieved by the DOC, Care Coordinator, or Administrator.
38. Ensures the safety of all team members and residents in the home during the assigned shift.
39. Work in accordance with the organization's health and safety policies and procedures and in compliance with the Occupational Health and Safety Act.
40. Perform other duties as required.

By my signature, I hereby certify that I have reviewed the attached job description for my position, and agree to perform the duties described therein. I understand that management may make modifications, additions or deletions to the job description at any time and will notify me of any changes by sending me a revised copy for my review and signature.

Employee printed name \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_