

Job Description RN, RPN

Pinecrest Nursing Home

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Subject: Job description Registered Nurse, Registered Practical Nurse

Position Summary

A Nurse performs acts requiring substantial knowledge, skill and judgment acquired through completion of an approved nursing program. A Registered Nurse and Registered Practical Nurse functions according to the College of Nurses Standards and holds a current License of Practice in the Province of Ontario. Under the direction of the Director of Care and in co-operation with the Multidisciplinary Team the Registered Nurse shall plan, direct and co-ordinate all activities necessary for the implementation and evaluation of the Resident's plan of care in accordance with the Long Term Care Homes Act. The Nurse will participate in team meetings, staff meetings and professional development activities and performing other duties as required.

Major Duties and Responsibilities:

- Demonstrates a commitment to the Mission and Values of Pinecrest Nursing Home
- Assists in establishing Policies and Procedures for the Nursing Department
- Interprets new Policies and Procedures to staff
- Enforces compliance with Policies and Procedures
- Provides supervision to staff on duty and reports any concerns to Director of Care or Administrator
- Assess Residents to identify appropriate nursing interventions; collaborate to plan, implement, co-ordinate and evaluate Resident care
- Dispense and administer medications and treatments as prescribed by a Physician
- Monitor, assess, address, document and report symptoms and changes in Resident's conditions
- Plans/ organizes for the provision of effective care for all individuals on the unit
- Delegates to PSW's the authority and responsibility for specific nursing care of individuals or groups on the unit. ie application of treatment creams, restraints)
- Supervises Residents and staff during fire alarms with subsequent in-service following a fire drill to review response.
- Participates in team meetings, staff meetings and professional development activities
- Maintains current and accurate documentation on Resident's records, shift report
- Consults and collaborates with professional colleagues regarding Resident care treatment issues
- Liaison with community agencies including Hospitals
- Adheres to all policies and procedures of Pinecrest Nursing Home
- Maintains a high level of expertise by continuously evaluating own performance, identifying self-learning needs and personal goals.
- Participates in continuous quality improvement, using supplies in a cost efficient manner as per product guidelines, offering suggestions regarding resource allocation.

Resident Health and Safety

Adhere to Pinecrest Nursing Home Resident safety procedures including verification and checking procedures as well as infection control and prevention procedures. Maintains open lines of communication with Residents, family members, supervisor and fellow staff to maintain highest quality levels for Resident safety. Reports Resident safety incidents and suggests improvements to supervisor.

Staff Health and Safety

Adhere to Occupational Health and Safety Act and Pinecrest policies and procedures including wearing of the required personal protective equipment. Report all hazards, incidents or hazardous conditions to immediate supervisor. Attend and participate in required health and safety training.

Attendance Statement

Regular and reliable attendance is required of every employee of Pinecrest Nursing Home. Each employee is responsible for maintaining a safe and healthy lifestyle to support the highest level of attendance at work. Any absence from work will be reported immediately.

Qualifications

- Registered Nurse/ Registered Practical Nurse - current license with the College of Nurses of Ontario
- Long Term Care experience preferred with PIECES training & GPA training
- Excellent communication, interpersonal and team building skills
- Problem solving, decision making and critical thinking skills
- Computer skills

The foregoing description reflects the general duties necessary to describe the principal functions of the job identified and shall not be construed to be all of the work requirements that may be inherent in this position

Apply to Shelly Griffin, Director of Care

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