



Full time Evening RPN Position includes BSO RPN Part time position (2-3 days a week)

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), Pinecrest will provide accommodation during the recruitment and selection process if requested.

Purpose: Staff will support the BSO population (older adults with challenging and complex behaviours associated with dementia, mental health, substance abuse and/ or other neurological conditions) through assessment, intervention strategy planning, implementation and evaluation, care plan updates, supporting admission, behavioural care planning and transitions and building behavioural support capacity within Pinecrest.

Analysis of provincial and central east LHIN quality metrics

Job Requirements:

- Registered Practical Nurse with College of Nurses of Ontario
- Training in PIECES, Gentle Persuasive Approaches and DementiAbility, Communication Tips and Tools for Dementia Care, UFIRST(or willing to take courses)
- Effective communication and interpersonal skills when interacting with the Residents, Family members or partners in care and other care providers/ staff
- Appropriate documentation skills
- Effective time management skills
- Able to work independently and as a member of a team
- Self-motivated and takes initiative for the BSO program
- Utilize the Communication Binder, Risk management, Standard Value Stream Process
- Ability to gather and record BSO metrics
- Ability to support and educate staff on responsive behaviours including reporting behaviours ie Risk Management/ Ministry reporting

Roles/ Responsibilities:

Daily:

- Read report since last BSO shift
- Identify residents with behaviours, recognizing that most observable behaviours have meaning, therefore, the etiology of the behaviour must be assessed and accounted for in the care giving process.
- Review Risk Management - behavioural incident investigations and ensure that they are completed
- Identify any resident with New/ Worsened behaviours
- Update behaviours in the Monthly Alert Audit Review and update plan of care for any residents with new/ worsened behaviours identifying caregiver strategies that are abilities focused, person centered and age appropriate for responding to behaviour and managing associated tasks
- Focus on prevention of responsive behaviours by relating well, manipulating the social and physical environment, focusing on the person's abilities and knowing the individual and their life story and aspirations
- Set up residents with Montessori activities, videos in the Montessori area (music/ nature/ comedy etc), independent activities in their room
- Initiate a DOS for any resident with new or worsened behaviours is completed and ensure a 5-day DOS is initiated for all admissions
- Review the DOS completed for all new admissions, addressed identified issues on plan of care.
- Review DOS for any residents with new/ worsened or who have had a DOS completed as a result of an incident report, Complete the summary on the back of the DOS and document a progress

note the review and any new interventions.

- Review residents on the MDS schedule, complete the behavioural care plan, ensuring that residents who have an Aggressive Behavioural Score of greater than 0 have a behavioural care plan. All behaviours that the resident exhibits are to be on the plan of care with appropriate interventions.
- Call families regarding medication changes that involve medications specific to responsive behaviours: Analgesia, antidepressants, antipsychotics etc. Provide support/ education and document in a progress note.
- Provide education to staff, based on the review of behavioural incidents, documentation or observed interactions with residents. Document staff education that is provided i.e., topic, suggested changes
- Support Registered staff to determine what incidents require Ministry report to be completed, call after hours number when required.

- On the floor
 - redirecting residents to activities, rooms
 - distributing Montessori activities
 - identifying issues before they become behaviours

Monthly:

- Submit BSO metrics to Director of Care when submitted to the LHIN quarterly dates set by the LHIN.
- Create BSO minutes, with description of behavioural incidents, interventions used, interventions that are effective or ineffective, staff education or reminders, head the BSO team meeting and after the meeting, document in progress notes each resident who was reviewed and discussed. Update the plan of care for residents if required.
- Identify success story that can be shared, case studies, presentations