



REGISTERED PRACTICAL NURSE FAIRMOUNT HOME

POSITION SUMMARY

Under the direction of the Registered Nurse, the Registered Practical Nurse provides quality nursing care to residents of Fairmount Home in accordance with relevant legislation and the practice standards and guidelines of the College of Nurses of Ontario, the Long Term Care Homes Act and the policies and procedures of Fairmount Home. The Registered Practical Nurse will carry out the duties in alignment to the organization's mission, vision and values, and work to further its priorities.

SUPERVISION RECEIVED

Works under the supervision of the Assistant Director of Resident Care.

CORE COMPETENCIES

- Demonstrates the core Corporate competencies: Professionalism, Respect and Integrity; Client Service Orientation; Accountability, Commitment and Perseverance; Communication; Innovation/Process Improvement; and Teamwork
- Demonstrates the core Department competencies: Gentlecare™ Philosophy
- Demonstrates the core Position competencies: Professional Responsibility and Accountability; Knowledge-Based Practice; Ethical Practice; Self-Regulation; Service to the Public

KEY RESPONSIBILITIES AND ROLE EXPECTATIONS

- Performs the responsibilities of the position within the legislative and regulatory standards set out in the applicable federal, provincial and municipal statutes; performs the responsibilities of the position consistent with the operational policies of the County of Frontenac (County) and Fairmount Home
- Provides nursing care according to the Gentlecare™ philosophy and within the scope of practice as set out by the College of Nurses of Ontario while promoting, respecting, and advocating for resident rights, autonomy and privacy

Resident Care

- Documents and communicates resident progress, plans of care, assessments, interventions, and health history as per the CNO standards and policies of Fairmount Home
- Provides nursing care to residents, assisting with general health care including cleanliness, grooming, rest, nourishment, elimination and diversional therapy

- Administers medications, treatments and nursing care within scope of practice and according to appropriate guidelines and policies including the CNO, LTCA and the Home's policies and procedures
- Assists with the assessment of the residents' needs and the creation, execution and evaluation of their plan of care
- Assists with rehabilitation and preventative care to residents in accordance with the plan of care (e.g. encourages independence, assisting with walking, active and passive exercises, etc.)
- Provides health education to residents within scope of practice
- Assists with provisions of social and recreational activities for residents (e.g. encouraging participation and transporting residents to activities)
- Provides for the residents' emotional and physical comfort and safety

Operations

- Acts as team leader in the resident home area
- Fosters teamwork and communication among the health care aides/personal support workers
- Ensures documentation is accurate and complete in accordance with the standards of the College of Nurses of Ontario and the policies and procedures of the Home
- Assumes responsibility for personal and vocational growth and development, keeping abreast of trends in nursing and geriatric care
- Participates in resident care planning conferences including updating of nursing care plans
- Assists with routine drug and supply ordering and upkeep of medication areas

Health & Safety

- Protects own health and safety and the safety of others by adopting safe work practices, reporting unsafe conditions immediately, and attending all relevant in-services regarding occupational health and safety
- Follows all guidelines for employees and employers as legislated under the Ontario Occupational Health and Safety Act

Other Duties

- Completes other duties as assigned

The foregoing description reflects the general responsibilities and expectations 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 classification

EDUCATION AND EXPERIENCE:

- Current unrestricted registration with the College of Nurses of Ontario as a Registered Practical Nurse
- A nurse with current registration with the College of Nurses of Ontario as a Registered Nurse may be accepted at the discretion of the Director of Resident Care

- Successful completion of the Medication Administration for RPNs course at a recognized community college after January 1985 (if graduated before 1985). This is not applicable to Registered Nurse applicants

KNOWLEDGE, SKILLS & ABILITIES:


- Demonstrated understanding and commitment to the Gentlecare™ philosophy
- Demonstrated understanding, acceptance and commitment to promoting the Home's mission, vision and values
- Demonstrated knowledge of all legislation and regulations pertinent to the role as well as an understanding of policies and legislation affecting the department
- Demonstrated commitment to resident-centered service/care
- Demonstrated respect for individual differences and competencies
- Solid communication skills, both written and verbal and ability to communicate information to a diverse audience base
- Demonstrated professional work ethic and behaviours in interaction with internal and external contacts and the ability to express ideas clearly and concisely with ease and confidence in a professional, consistent and positive manner
- Demonstrated time management and prioritization skills with the ability to function within a fast-paced environment, responding with flexibility to changing priorities
- Demonstrated ability to adapt to change within an environment with a continuous process improvement mindset
- Demonstrated ability to be a team player who is able to establish and maintain effective working relationships with fellow employees, clients/residents and the public
- Demonstrated ability to build resiliency and be aware of own strengths and limitations
- Proven willingness to learn and acquire new information and skills
- Ability to problem solve using factual information
- Basic computer proficiency with Microsoft Office Suite of products including Word, Excel, Outlook and the ability to use patient care software (e.g. MED e-care)
- Demonstrated ability to adhere to confidentiality while exhibiting discretion and good judgement
- Demonstrated understanding and commitment to health and safety policies, procedures and applicable legislation
- Demonstrated ability to attend work on a regular basis
- Satisfactory Criminal Reference Check and Vulnerable Sector Screen
- Demonstrated ability to meet the physical demands of the position

WORKING CONDITIONS:

- Possible exposure to infectious diseases, bodily fluids or other undesirable environmental conditions
- Periods of time standing and walking
- Ability to lift up to 50 pounds
- Bending, lifting, reaching required
- Required to work day, evening and/or night shifts
- Possible exposure to client/resident aggressive/defensive/agitated/disruptive verbal and/or physical behaviours

COMPENSATION:

- Probationary period as per applicable Collective Agreement
- Compensation and benefits as per the Collective Agreement

Manager Signature:	
Date:	February 22, 2018