

**REGISTERED NURSE
FAIRMOUNT HOME****POSITION SUMMARY**

In accordance with relevant legislation and the practice standards and guidelines of the College of Nurses of Ontario, the Registered Nurse will coordinate the delivery of quality resident care within the nursing unit(s). The Registered Nurse is a clinical nursing expert and educator who provides nursing care in alignment to the Standards of the College of Nurse of Ontario, the Long Term Care Homes Act and the policies and procedures of Fairmount Home. The Registered 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 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 College of Nurses of Ontario standards and policies of Fairmount Home
- Plans and coordinates the activities necessary for the daily management of the nursing units

- Assesses, plans, implements and evaluates resident plans of care, in collaboration with the interprofessional team
- Provides guidance and direction for all nursing and personal care provided to residents
- Assists the Medical Director and Nurse Practitioner in diagnostic and therapeutic measures
- Observes, reports and documents symptoms and conditions of residents
- Assists with the assessment of resident needs, plans of care and evaluation of care provided
- Assists in maintaining a physical and psychosocial environment which meets the needs of the residents
- Assists in teaching residents good health habits

Nursing Operations

- Ensures compliance with resident injury and accident investigation, management and reporting
- Participates in the in-service education of nursing personnel
- Ensures proper care of equipment used in providing care to residents
- Maintains the nursing staff schedule in the absence of the Administrative Clerk
- Ensures the staff are fully informed and responsive to general and specific resident safety regulations
- Adheres to the standards of the College of Nurses of Ontario competencies including, but not limited to, professional development and maintaining competence in evidence-based practice
- Takes responsibility for the safety of all employees and residents in their charge during scheduled Home activity on the occurrence of an emergency during off hours

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
- Ensures that instruction on specific safety measures is provided for staff and/or residents, as appropriate
- Follows all guidelines for employees and employers as legislated under the Ontario Occupational Health and Safety Act

Other Duties

- Directs activities in the Home in the absence of senior management
- 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 Nurse
- Three (3) years of related experience including experience in a long term care or geriatric setting, preferred
- Current CPR certification
- Experience in supervising other staff, preferred

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 including Long Term Care Homes Act standards and regulations as well as an understanding of policies and legislation affecting the department
- Demonstrated commitment to resident-centered care
- Demonstrated respect for individual differences and competencies
- Demonstrated strong 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. Medicare)
- 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, carrying, gripping, 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:	November 16, 2018