



North Eastman Health Association Inc. Job Description

Licensed Practical Nurse

Position Summary

Under the direction of a Registered Nurse, the Licensed Practical Nurse (LPN) provides nursing care, which is consistent with the North Eastman Health Association Inc. Vision, Values and Mission statement. The Licensed Practical Nurse is responsible for delivering patient/ resident care in a manner that reflects professional nursing practice which complies with the Manitoba Association of Licensed Practical Nurses Act, Standards of Nursing Practice, and the Professional Code of Ethics of The College of Licensed Practical Nurses of Manitoba (CLPNM). Licensed Practical Nurses are to practice within their own levels of education, professional competence and the North Eastman Health Association Inc. policies.

As part of the multidisciplinary team, Licensed Practical Nurses provide restorative, rehabilitative, personal and respite nursing care to assist individuals in achieving and/ or maintaining their optimum level of health. They promote healthy lifestyles and prevention of illness, and where medically designated, provide palliative nursing care.

Reports To: Care Team Manager

Union: Manitoba Nurses Union (MNU)

Qualifications:

Education & Experience

- Two years recent related acute care experience required when applying for a position in an acute care facility.
- Two years recent related long term care experience required when applying for a position in a long term care facility.
- Current, active registration with The College of Licensed Practical Nurses of Manitoba (CLPNM) and a member in good standing.
- Physical Assessment course required.
- Intravenous Starts course required (Acute Care).
- Current certification in Cardiopulmonary Resuscitation.

Knowledge, Skills & Abilities

- Commitment to continuing professional development.
- Ability to establish and maintain positive working relationships.

Position Duties and Responsibilities:

Standards of Performance:

1. Nursing Practice:

The LPN contributes to the health care team by:

A. ASSESSMENT:

1. Obtains a nursing data base from patients/ residents and/ or significant others that serves as a basis for the development of an individualized nursing care plan.
2. Reviews patient/ resident data obtained from previous records and other members of the health team.
3. Identifies the patient/ residents acute or chronic problems, symptoms, and behavioral changes in relation to standard nursing care plans and individual patient needs.

B. PLANNING:

1. Using the assessment data and in collaboration with the health care team develops a nursing care plan that:
 - Sets priorities in planning care according to the needs of the patient/resident.
 - Reflects identification of patient/residents health problems and needs.
 - Shows evidence of understanding the principles in underlying nursing intervention.
2. Involves the patient/resident and/or significant others in developing the nursing care plan.

C. IMPLEMENTATION:

1. Provides nursing care based on the nursing care plans.
2. Performs nursing intervention, which assist the patients in meeting their nutritional, hygienic, elimination, functional and psychosocial needs.
3. Supervises other health care team members as appropriate (e.g. health care aides, student LPN's) in delivering nursing interventions.
4. Maintains the therapeutic regime by:
 - Receiving and transcribing physician's orders (telephone or written)
 - Administering medications and treatments according to North Eastman Health Association Inc. policies.
5. Provides nursing care according to Policy and Procedure.
6. Communicates with members of the care team to achieve optimal client care.

D. EVALUATION:

1. Measures the actual patient outcomes/ goals.
2. Evaluates the effectiveness of the nursing care plan and, based on this evaluation revises the plan as necessary with the health care team.

E. DOCUMENTATION:

1. Initiates and updates all areas of the Nursing Care Plan
2. Documents pertinent information on patient/residents health care record in accordance with established charting policies and procedures.
3. Completes medication/treatment records.

F. OTHER:

1. In an emergency situation, performs delegated activities as assigned.
2. Performs other related duties as assigned.

2. Teaching:

A. Patient/ Resident/ Family:

1. Identifies and documents the learning needs related to the activities of daily living.
2. Includes teaching as part of the nursing care plan.
3. Explains the rationale for nursing interventions.
4. Evaluates, revises and documents patient/resident teaching outcomes.

B. Staff:

1. Identifies learning needs of self and others and participates in teaching as required.
2. Assists in the orientation of new employees.
3. Provides feedback on staff performance and contributes to staff appraisal

3. Professional:

1. Identifies and reports unsafe patient care practices and assists in providing effective intervention.
2. Maintains confidentiality in relation to patient/resident and facility.
3. Participates in nursing department committees related to policies, procedures, charting, care standards, infection control, quality improvement.
4. Pursues continuous education to maintain competence relevant to current practice.
5. Seeks appropriate supervision of actions.
6. Participates in planning and implementing change in a professional manner.
7. Maintains current CPR certification.
8. Accountable for own nursing actions within legal and ethical framework.
9. Functions within the written job description, and the policies and procedures of the North Eastman Health Association Inc.

Revised: _____
Date

Approved by: _____ Date
Manager/ Supervisor

Approved by: _____ Date
Vice President/ CEO

Reviewed by: _____ Date
Director, Human Resources

NOTE: Original Signed and Dated April 5, 2005