



**North Eastman Health Association Inc.  
Job Description**

**Licensed Practical Nurse  
Dialysis**

**Position Summary**

Under the direction of the Registered Nurse, The Licensed Practical Nurse (LPN) provides nursing care functions in a manner consistent with and supports the Mission, Vision and Values of the North Eastman Health Association (NEHA). The LPN is responsible for delivering patient care in a manner that reflects professional nursing practice which complies with the Licensed Practical Nurses Act, Standards of Nursing Practice Code of Ethics and NEHA Policy. This includes responsibility for assessment, planning, implementation and evaluation of all nursing care provided. The nurse provides patient and family care across the continuum with due consideration for the nursing process and in accordance with the principles and practices of the Manitoba Renal Program. The LPN, as a member of the health care team, advocates, provides information, educates, and supports the patient and family.

**Reports To:** Care Team Manager

**Location:** Pine Falls Health Complex

**Supervises:** Not applicable

**Union:** Manitoba Nurses Union (MNU)

**Qualifications:**

**Education & Experience**

- Active registration with The College of Licensed Practical Nurses of Manitoba (CLPNM) and a member in good standing.
- Minimum two years recent acute care experience (medical/surgical), within the last four years or one year experience in the field of Renal nursing. Other combination of education and work experience may be considered.
- Applicants must have successfully completed the Nephrology Nursing Education Program. In the absence of appropriately qualified applicant(s), the Employer reserves the right to cancel the posting or to consider an applicant who does not possess the required Nephrology Nursing Education Program. In this circumstance successful completion of the Nephrology Nursing Education Program within a stipulated time frame will be required.
- Excellent IV skills: including strong skills in venipuncture, intravenous medication administration, admixture, trouble-shooting, and pump operation.
- Current certification in Basic Life Support (BLS)

**Knowledge, Skills & Abilities**

- Ability to work independently as well as within a team environment.
- Excellent assessment and organizational skills.
- Demonstrated problem solving skills.
- Excellent interpersonal and verbal/written communication skills.
- Demonstrated computer skills.
- Commitment to continuing professional development.

- Ability to establish and maintain positive working relationships, both with peers and community members.
- Mental and physical health to meet the demands of the job.
- Knowledge and understanding of Aboriginal language and/ or customs and traditions preferred.

**POSITION DUTIES AND RESPONSIBILITIES:**

**Standards of Performance**

**1. Nursing Practice:**

The Licensed Practical Nurse is responsible for the completion and validation of the following nursing practices in Dialysis and Acute Care as required:

**A. Assessment:**

- Ensures that a nursing database is obtained from patient and/or significant others that serve as a basis for the development of an individual nursing care plan. Specifically, the nurse shall ensure the completion of the nursing database, which reflects the physiological condition of the patient.
- Reviews the previous hospital records that include patient data obtained by other members of the health team (medical history, physical examination, nursing history and social data).
- Identifies and interprets the patient's acute and chronic problems, symptoms and behavioral changes in relations to standard nursing care plans and individual needs.

**B. Planning:**

- Using the assessment data, develops a nursing care plan that:
  - sets priorities in planning care according to the needs of the patient
  - formulates a plan of care which reflects identification of patients health problems and needs
  - shows evidence of understanding the principles underlying nursing intervention
- Involves the patient and/or significant others in developing the nursing care plan.
- Involves the patient and other members of the health team in planning patient care.

**C. Implementation:**

- Sets priorities and provides nursing care based on the nursing care plan.
- Assigns and directs patient care provided by care team members.
- Coordinates the activities of other disciplines in implementing the individual patient care plan.
- Provides nursing care according to policy and procedure.
- Performs nursing interventions, which assist the patient in meeting their nutritional, hygienic, elimination, functional and psycho-social needs.
- Demonstrates supportive interpersonal relationships with patient, family and other personnel.
- Communicates purposefully with the patient and family.
- Communicates with members of the care team to achieve optimal patient care.
- Administers medications/treatments as ordered by the physician in accordance with Clinical Practice Guidelines.

**D. Evaluation:**

- Measures the actual patient outcomes/goal.
- Evaluates the effectiveness of the nursing care plan and assesses and revises the plans as necessary.

**E. Documentation:**

- Initiates and updates all areas of the nursing care plan.
- Documents pertinent information on the patient health record in accordance with established charting policies and procedures.
- Reviews and/or completes medication records.

**F. Other:**

- In an emergency situation, performs delegated activities as may be assigned.
- Performs other related duties as assigned.

**2. Teaching:**

**A. Patient/ Family:**

- Teach individuals about renal failure prevention through dietary and lifestyle counseling
- Liaise with primary care staff, physicians, consultants, social worker, nutritionist and other community resources to determine patient and staff learning needs
- Identifies and documents learning needs related to activities of daily living.
- Includes teaching as part of the nursing care plan.
- Explains the rationale for nursing interventions.
- Evaluates, revises and documents patient teaching strategies and outcomes .

**B. Staff:**

- Assists nursing personnel in identifying their learning needs and participates in teaching as required.
- Teach other health care workers about all aspects of renal health and prevention and treatment of renal failure
- Assists in orientation of new employees.

**3. Professional:**

- Identifies and reports unsafe patient care practices and assists in providing effective intervention.
- Maintain confidentiality of information in relation to the patient and facility.
- Participates in evaluation and revision of nursing policies and procedures.
- Participates in continuous improvement and infection control programs.
- Participates in self evaluation and contributes to the evaluation of the care team member.
- Attends a minimum of one Manitoba Renal Program annual meeting over a five year period.
- Attends continuing education sessions offered by the Manitoba Renal Program or other relevant conferences.
- Participates in relevant education programs, inservices and workshops to increase professional competency and meet personal needs and goals.
- Seeks appropriate supervision of own actions.

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- Participates in planning and implementing changes in a professional manner.
  - Maintains Cardiopulmonary Resuscitation Certification.
  - Practices within the legal guidelines and ethical expectations of the nursing profession.

**Workplace Safety and Health**

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

**Patient Safety**

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
- Other duties as assigned.

Revised: \_\_\_\_\_  
Date

Approved by: \_\_\_\_\_  
Manager/ Supervisor Date

Approved by: \_\_\_\_\_  
Vice President/ CEO Date

Reviewed by: \_\_\_\_\_  
Director, Human Resources Date