



## North Eastman Health Association Inc. Job Description

### Registered Nurse Cancer Care Program

#### **Position Summary**

Under the direction of the Care Team Manager, the Registered Nurse provides nursing care, which is consistent with the North Eastman Health Association Inc. Mission, Vision, and Values Statement. The Registered Nurse is responsible for delivering patient care in a manner that reflects professional nursing practice and which complies with the Registered Nurses Act, Standards of Nursing Practice Code of Ethics and NEHA Policy. This includes responsibility for co-ordination of the health care team regime and assessment, plan, implementation and evaluation of all nursing care provided. The Community Cancer Care Program (CCP) nurse, provides patient and family care across the cancer continuum with due consideration for the nursing process. She/he works under the direction of the Care Team Manager and in accordance with the principles and practices of the Community Cancer Programs Network (CCPN). The nurse, as a member of the health care team, advocates, provides information, educates, and supports the patient and family.

**Reports to:** Care Team Manager

**Union:** MNU

#### **Qualifications:**

##### Education and Experience

- Active registration with The College of Registered Nurses of Manitoba (CRNM) and a member in good standing.
- Bachelor of Nursing Degree preferred
- Minimum two years recent acute care experience (medical/surgical), within the last four years or one year experience in the field of oncology nursing. Other combination of education and work experience may be considered.
- Successful completion of the CCPN Nursing Course (3 – 4 weeks home study followed by a 4 week practicum at Cancer Care Manitoba)
- Excellent IV skills: including strong skills in venipuncture, intravenous medication administration, admixture, trouble-shooting, and pump operation
- Current certification in Cardiopulmonary Resuscitation.
- Current certification in ACLS and TNCC.

##### Knowledge, Skills and 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
- Mental and physical health to meet the demands of the job

### **Position Duties and Responsibilities**

#### **Standards of Performance**

1. Nursing Practice:

The Registered Nurse is responsible for the completion and validation of the following nursing practices in Cancer Care and Acute Care (as required):

**A. Assessment:**

- i) 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.
- ii) 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).
- iii) 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:**

- i) 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
- ii) Involves the patient and/or significant others in developing the nursing care plan.
- iii) Involves the patient and other members of the health team in planning patient care.

**C. Implementation:**

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

**D. Evaluation:**

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

**E. Documentation:**

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

**F. Other:**

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

**1. Teaching:**

**A. Patient/Family:**

- i) Identifies and documents learning needs related to activities of daily living
- ii) Includes teaching as part of the nursing care plan
- iii) Explains the rationale for nursing interventions
- iv) Evaluates, revises and documents patient teaching strategies and outcomes

**B. Staff:**

- i) Assists nursing personnel in identifying their learning needs and participates in teaching as required.
- ii) Assists in orientation or new employees

**3. Professional:**

- i) Identifies and reports unsafe patient care practices and assists in providing effective intervention
- ii) Maintain confidentiality of information in relation to the patient and facility
- iii) Participates in evaluation and revision of nursing policies and procedures
- iv) Participates in continuous improvement and infection control programs
- v) Participates in self evaluation and contributes to the evaluation of the care team member
- vi) Attends a minimum of three Annual CCPN Educational Conferences over a five year period
- vii) Attends continuing education sessions offered by the CCPN or other relevant conferences.
- viii) Participates in relevant education programs, inservices and workshops to increase professional competency and meet personal needs and goals
- ix) Seeks appropriate supervision of own actions
- x) Participates in planning and implementing changes in a professional manner
- xi) Maintains Cardiopulmonary Resuscitation Certification.
- xii) Practices within the legal guidelines and ethical expectations of the nursing profession

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

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

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

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

**NOTE: Original Signed and Dated September 25, 2006**