



North Eastman Health Association Inc. Job Description

Registered Nurse/ Registered Psychiatric Nurse Long Term Care

Position Summary

Under the direction of the Care Team Manager, the Registered Nurse/ Registered Psychiatric Nurse provides nursing care, which is consistent with the North Eastman Health Association Inc. Vision, Values and Mission 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, Professional Code of Ethics and NEHA Policy. This includes responsibility for co-ordination of the health team care regime and assessment, plan, implementation and evaluation of all nursing care provided. 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 & Experience

- Two years recent related long term care experience required.
- Active registration with The College of Registered Nurses of Manitoba (CRNM)/ College of Registered Psychiatric Nurses of Manitoba (CRPNM) and a member in good standing.
- Current certification in Cardiopulmonary Resuscitation.
- Additional educational preparation in Gerontology is an asset.

Knowledge, Skills & Abilities

- Must have demonstrated ability to utilize the nursing process in clinical practice.
- Must have the ability to communicate effectively both verbally and in writing with professional and non-professional staff, residents and their families.
- Must have excellent organizational and interpersonal skills
- Must be committed to continuing professional development

Position Duties and Responsibilities

Standards of Performance

1. Nursing Practice:

The RN is responsible for the completion and validation of the following nursing practices:

A. Assessment:

- i) Ensures that a nursing database is obtained from resident 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 resident.
- 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 residents 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 resident
 - formulates a plan of care which reflects identification of residents health problems and needs
 - shows evidence of understanding the principles underlying nursing intervention
- ii) Involves the resident and/or significant others in developing the nursing care plan.
- iii) Involves the resident and other members of the health team in planning resident care.

C. Implementation:

- i) Sets priorities and provides nursing care based on the nursing care plan.
- ii) Assigns and directs resident care provided by care team members
- iii) Coordinates the activities of other disciplines in implementing the individual resident care plan
- iv) Provides nursing care according to policy and procedure

- v) Performs nursing interventions, which assist the resident in meeting their nutritional, hygienic, elimination, functional and psycho-social needs.
- vi) Demonstrates supportive interpersonal relationships with residents, family and other personnel
- vii) Communicates purposefully with the resident and family
- viii) Communicates with members of the care team to achieve optimal resident care.
- ix) Administers medications/treatments as ordered by the physician in accordance with Clinical Practice Guidelines

D. Evaluation:

- i) Measures the actual resident 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 patients health records 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

2. Teaching:

A. Resident/ 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 client/resident 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 resident care practices and assists in providing effective intervention.
- ii) Maintain confidentiality of information in relation to the resident 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) Participates in relevant education programs, in-services and workshops to increase professional competency and meet personal needs and goals.
- vii) Seeks appropriate supervision of own actions.
- viii) Participates in planning and implementing changes in a professional manner
- ix) Maintains Cardiopulmonary Resuscitation Certification.
- x) 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 March 21, 2005