



JOB DESCRIPTION

Job Title: Registered Nurse	Department: Nursing	Division: Miramichi Lodge	Reports to: Director of Care
Revision Date: October, 2004	Salary Grid:		

Approval:	Department Head	_____
	Supervisor	_____
	Employee	_____
	Staff Administration Committee	_____

Position Summary:

In cooperation with the Nursing Management team is required to plan, direct and coordinate all activities necessary for optimum individualized resident care on the assigned unit.

Qualifications:

- A Registered Nurse with a current certificate of competence from the College of Nurses of Ontario,
- Post-R.N. education in gerontology or related field, preferred.
- Experience in geriatrics, preferred.
- Ability to supervise with a team approach,
- Willing and able to work shift work during a 7 day a week operation,
- Physically able to perform assigned duties,
- Proven leadership abilities combined with excellent interpersonal and written communication skills.
- Computer literacy, preferred.
- Ability to meet and maintain health requirement standards of Miramichi Lodge, as per Long Term Care Legislation
- Current CPR
- WHIMIS Certification an asset



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Position Responsibilities:

Delivers resident focused care within full scope of practice of a RN, in a home-like environment, respecting the individuality and dignity of each resident /family and co-worker through the following duties:

1. Performs the responsibilities of the position within the legislative and regulatory standards set out in the applicable Provincial and Municipal Acts. Performs the responsibilities of the position consistent with the Operational policies of the County of Renfrew.
2. Ensuring resident care is provided in a manner reflective of Home's Mission Statement.
3. Providing supervision and direction to all categories of nursing personnel and in the absence of management, supervises and directs employees in ancillary departments.
4. Performing regular assessments of residents needs. Maintaining continuity of care through regularly scheduled care conferences and up-to date resident care plans (short and long term), while planning and implementing appropriate intervention.
5. Evaluates resident care outcomes and ensures that care provided is accurately recorded and complies with Ministry, professional and Home policy and procedures.
6. Under the direction of the Medical Director and other attending physicians, process and follow Doctors orders. Assessing and accurately reporting resident needs in a timely manner.
7. Providing support to residents, families, and visitors by maintaining an open, knowledgeable rapport and communicating changes in residents condition as necessary, ethically and confidentially.
8. Responsible for the ordering and receiving of all prescription medications, as well as the safe keeping of drug and narcotic keys, and the storage of all medications.
9. Responsible for the safe and accurate administration of all medications and treatments; investigates and documents all medication incidents providing follow-up report to R.C.C. and attending physician.
10. Maintaining a good working relationship with all departments within the organization.
11. Ensuring the safe handling and maintenance of all equipment and personal belongings.
12. Assisting in on-going health teaching for residents and staff.
13. Assisting in maintaining a clean, quiet, comfortable environment for all residents.



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14. Monitoring economical use and ensure availability of unit supplies (i.e. incontinent products, dietary, general stores, stock medication, nursing office).
15. Studying new trends in nursing and medical practices and implementing new ideas, where appropriate.
16. Taking an active participation in all in-service programs.
17. Giving emergency first aid to residents, staff, and visitors, and in the absence of department heads thoroughly completes incident reports for all departments including the collection of information from witnesses.
18. Endorse the work schedule as posted, or in the absence of Nursing Service personnel, make substitutions, as may be required for good working relationships and resident care.
19. Actively participate in all fire drills and evacuation procedures. Monitor and ensure adherence of all staff to emergency procedures.
20. Obtains appropriate professional development to ensure skills and abilities in LTC are maintained.
21. Assists to evaluate the performance of the health care team to ensure that resident needs are met.
22. Assists members of the interdisciplinary team to ensure the needs of our residents are met.
23. Maintaining regular attendance at work.
25. Performing other related duties, as required.
26. Protects own health and health of others by adopting safe work practices, reporting unsafe conditions immediately, and attending all relevant in-services regarding occupational health and safety. Follows all guidelines for employees and employers as legislated under the Ontario Occupational Health and Safety Act.

The foregoing description reflects the general duties 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.