

Part time Registered Practical Nurse

ROLE:

Under the direction of the Nurse Manager/Registered Nurse and in accordance with the regulations of the Health Disciplines Act, The Registered Practice Nurse shall plan, delegate, and supervise care given by non-registered nursing personnel within his/her assigned unit in accordance with the Standards of Practice of the College of Nurses of Ontario.

RESPONSIBILITIES:

1. Ensures and promotes the provision of resident centeredness and personal care services are available to meet the needs of the resident as follows:

a) Supports and helps provide a Resident Advocacy Program through the promotion and respect of the Bill of Rights.

b) Promotes the philosophy and practices of resident centeredness and humanizing in all residents' encounters and decisions.

c) Promotes the Resident's Bill of Rights.

d) Respects and uses sensitivity in spiritual, cultural and ethnic aspects of a resident's life.

e) Supports residents in achieving quality experiences – personal and social.

f) Seeks opportunities for resident participation in decisions that affect the resident's rights and lifestyle.

g) Creates opportunities for individuals to make choices and to take actions that will enhance the resident's sense of mastery.

h) Creates a comfortable and safe environment that provides opportunities for privacy, dignity, control, and maintenance of personal lifestyle.

i) Communicates with and supports families in their involvement and participation.

m) Ensures an environment with ambiance conducive to the provision and practice of therapeutically effective resident health care yet be unobtrusive.

2. Provides nursing leadership as directed by the R.N. as follows:

a) Demonstrates a commitment to the philosophy and objectives of the Nursing services within the Home.

b) Assumes responsibility for medication administration, narcotic control, application of treatments and dressings, transcription of Physician orders, reordering of medications, and other skills.

c) Provides feedback for the nursing unit compatible with the overall purposes and goals of the nursing department and the institution.

d) Participates in the Home programs (e.g.) Occupational Health and Safety Program, Quality Improvement, Fire Safety, WHMIS.

3. Provides for quality Human Resources as follows:

- a) Promotes a cooperative working environment.
- b) Facilitates team building and promotes change and innovative ideas.
- c) Establishes and maintains good human relations with professional and non-professional staff, residents, families, volunteers, and the community.
- d) Assesses the nursing needs of individuals, families and groups, the development of nursing histories, resident care plans and team conferences.
- e) Provides input into the development of orientation, in-service and continuing education plans for nursing personnel.
- f) Functions in accordance with Guidelines for Ethical Behavior in Nursing.
- g) Participates in Resident Care Conferences.

4. Ensures effective financial resource management as follows:

5. Promotes interrelationships as follows:

- a) Communicates with and supports families in their involvement and participation.
- b) Maintains communication between staff and nursing administration and other departments.

6. Has responsibility and authority for applying the nursing process in planning and providing care for individuals, families, or groups:

- a) Plans assignments for self and non-registered staff.
- b) Supervises the resident care in accordance with current and accepted standards.
- c) Evaluates the care provided and participates with other nursing personnel in evaluation of resident care.
- d) Teaches other nursing personnel, individual residents, their families and groups.
- e) Promotes an environment in which the health care team works cooperatively and supportively.
- f) Communicates and documents professional practice.
- g) Seeks out opportunities to maintain competency and to continuously learn, taking an active role in continuous quality improvement.

7. Participates in Quality Management in nursing services as follows:

ORGANIZATIONAL RELATIONSHIPS:

Work in team cooperation with:

Director of Care

Nurse Manager

QUALIFICATIONS:

- Current certification of competence from the College of Nurses of Ontario
- Current membership with R.P.N.A.O. is desirable
- Minimum one year experience in geriatric, rehabilitation, or long term care as an RPN
- multilingual facility an asset.
- Facilitate in both official languages would be a definite asset.

WORKING CONDITIONS:

- Combination of natural light and fluorescent lighting
- Lifting maximum of 50 lbs. alone
- Lifting maximum of 250 lbs.(150 usual) with assistance
- Pushing/Pulling contents that weigh a maximum of 150 lbs.
- Crouching, kneeling, stooping/bending for short periods of time – minor job function
- Walking, climbing stairs – major job function
- Standing for lengths of time, up to 3 hours – major function
- Carries and transports objects of various sizes, to a maximum of 25 lbs.(usually 5-15) – minor job function

Job Types: Part-time, Permanent

COVID-19 considerations-As per Ministry Directives

Please send your resume and cover letter to our Director of Care, Rashim Sohi at rsohi02@haltonhealthcare.com