



EASTHOLME

East District of Parry Sound Home for The Aged

JOB POSTING

Position Required: Registered Nurse

JOB SUMMARY:

The Registered Nurse shall provide professional nursing care to the Residents, direct and supervise the nursing care given by the Registered Practical Nurse and the non-registered staff. The Registered Nurse ensures nursing practice is consistent with current legislation and the standard of practice defined by the College of Nurses of Ontario. The Registered Nurse shall promote the residents' health through the assessment of, the provision of care for, and the treatment of health conditions by supportive, preventative, therapeutic, palliative and rehabilitative means in order to attain and maintain optimal function. The Registered Nurse shall take charge and ensure the staff functioning of the Home on the evening shift, night shift and all shifts on weekends and statutory holidays.

NATURE OF POSITION/RESPONSIBILITIES:

1. Responsible to the Director of Nursing and Personal Care.
2. Co-ordinate appropriate nursing care using the nursing process by:
 - a) assessing resident's needs, planning care for residents, implementing plan of care and evaluating the plan of care. Perform computerized data entry, charting and operational procedures (i.e generating reports, RAP's) related to the RAI-MSDS systems, medication administration and other computer programs required in the nursing department
 - b) initiating and maintaining effective communication with appropriate members of the Health Care Team regarding residents' condition and effectiveness of the care plan
 - c) maintaining effective liaison with the medical director and attending physician(s) to ensure continuous medical services for residents (initiating contact with the medical director and attending physician(s) receiving and processing orders, co-ordinating, implementing and evaluating the effectiveness or orders.)



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- d) arranging and co-ordinating other professional services, support services and external agencies including pharmacy services
 - e) providing personal nursing care to the residents as required
 - f) reviewing and maintaining records according to established policies and according to the College of Nurses of Ontario's Nursing Documentation Standards
 - g) arranging/co-ordinating resident's appointments, transfers, admissions and discharges and participating in interdisciplinary team conferences
 - h) participating and co-operating as a member of the Health Care Team
 - i) ensuring that family members are informed of significant changes in physical or mental conditions of the resident and assisting in palliative care
 - j) assisting in the development and implementation of Home policies
 - k) monitoring infections/outbreaks
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- 3) Ensure that staffing for the oncoming shift is adequate
 - 4) Know, interpret and enforce the Home policies and the standards of nursing practices.
 - 5) Ensure the safe and efficient functioning of the Home in the absence of the Administrator and Director of Nursing and Personal Care.
 - 6) Prepare, investigate and submit reports regarding staff/resident incidents and staff discipline incidents.
 - 7) Provide for the safety of residents and staff by identifying, removing and reporting unsafe equipment.



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- 8) Attend in-services and staff development programs.
- 9) Promote and support staff development and continuing education, provide in-service and ongoing training in respect to new procedures and practices.
- 10) Comply with and ensure that staff comply with the Fire and Health and Safety Regulations and attain proficiency in the methods of sounding the fire alarm, fire evacuation procedures, proper use of fire extinguishing equipment and other procedures designed to ensure the security and protection of residents of the Home.
- 11) Practice and promote safe working habits.
- 12) Perform other related duties as may be assigned.
- 13) Comply with the Long-Term Care Act (2007) and the regulations.
- 14) Participate in programs to monitor, evaluate and improve the quality of nursing services provided by the Home.

QUALIFICATIONS:

- 1) Must hold a current certificate of competence from the Ontario College of Nurses.
- 2) Must be capable of supervising and scheduling staff, and taking charge of the Home on evenings, nights and all shifts on the weekends.
- 3) Computer skills and administrative experience.
- 4) Previous experience in long-term care would be an asset.
- 5) Excellent verbal and written communication in the English language.
- 6) Ability to communicate effectively with residents, staff and family members.



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- 7) Must be prepared to assume responsibility for continual professional development.
- 8) As a condition of employment must provide a satisfactory police record check and vulnerable sector check.
- 9) Experience supervising a unionized team would be an asset.

This position is open to all applicants subject only to the application of a bona fide occupational requirement permitted under the Ontario Human Rights Code, R.S.O. 1990, and as may be amended from time to time.

Eastholme Home for the Aged is compliant with the Accessibility for Ontarians with Disabilities Act, 2005, and recognizes its obligation to provide accommodation in the job application process to persons with disabilities on request, up to the point of undue hardship. Requests for accommodation should be directed to the Director of Administrative Services, Donna Mae Robins (ext. 224)