



Job Description

Position Title: Registered Nurse

Scope of Practice:

The practice of nursing is the promotion of health and the assessment of the provision of, care for, and the treatment of, health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function. The nurse shall follow the 13 controlled acts as stated by the College of Nurses of Ontario. (Nursing Act, 1991)

The Registered Nurse (RN) shall, through the nursing process, determine and provide the professional care needed by the residents. She/he will assume a lead role in the interdisciplinary team providing supervision for the RPN, PSW, and the Hospice Volunteers. In addition the RN will liaise with the physician and other Health Care Workers to develop and maintain a client centered, goal oriented plan of care. The RN reports to the Director of Care

Duties and Responsibilities:

Assessment:

- Assesses for pain and symptom management on an ongoing basis, and administration of medications. Collaborates with the rest of the Care Team, in provision of resident care, and takes a lead role in team rounds and report.
- Recognizes, assesses and responds to resident health status changes in accordance with Hospice philosophy, and reports appropriately to the physician.
- Leads and participates actively in resident Care Planning. Seeks interdisciplinary consultation as appropriate, and as it relates to the resident. Consults with the resident, family members, and/or the substitute decision maker regarding needs, wishes, and preferences for care. Consults with Ontario Health @ Home (OH@H) for additional services as required for resident's care.

Implementation:

- Implements medical interventions such as: pharmacy services, medical supplies, and equipment as ordered by the physician. Provides leadership to RPNs, PSWs and volunteers, administer medication and treatments as required/ordered. Documents accurately and in a timely manner according to College of Nurses Standards. Assists with ordering supplies according to resident needs and in collaboration with OH@H. Monitors and assumes responsibility for maintaining a safe and healthy environment, and reporting any unsafe areas or situations to the Executive Director.

Evaluation:

- Reviews, evaluates, and or revises the Resident Care Plan daily. Collaborates with the RPN with checking the Medication Administration Record daily for accuracy. Reports medication errors to Executive Director and completes an Occurrence report according to Hospice Policy. Confers with residents and/or family regarding their satisfaction with the Care Plan. Assists with the writing of Hospice policies and procedures. Completes an annual evaluation of self-performance including identification of learning needs and goals. Other duties as assigned.

Physical Demands:

- The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job the employee is regularly required to stand, walk, reach with hands and arms, stoop, kneel, or crouch, push or pull. The employee must regularly lift and/or move up to 25 pounds.

Knowledge:

- Each nurse possesses and continually acquires knowledge relevant to the professional service (hospice palliative care) she/he provides. Participates in in-services. Attends workshops/seminars. Enrolls in post-diploma programs related to palliative care. Has knowledge of the Hospice policies and procedures. Demonstrates leadership to other staff accountable to them. Identifies learning needs through Performance Appraisals. Provides health education to co-workers to improve care.

Ethics:

- Each nurse understands, upholds and promotes the ethical standards of the profession. Evaluates/ updates resident care plan involving the resident and/or SDM. Provides care assuring privacy and confidentiality is maintained. Provides hospice palliative care with the philosophy of assuring the dignity of the resident. Participates in the development of Hospice Palliative Care Policies and Procedures.

Application of Knowledge:

- Each nurse continually strives to improve the application of professional knowledge. Keeps families aware of changes in resident's condition. Completes resident care plan using

scientific knowledge based practice. Ongoing re-evaluation of resident care profile. Identifies and reports unsafe and questionable nursing practice. Documents according to the standards of the College of Nurses of Ontario.

Continued Competence:

- Each nurse maintains competence while striving to improve the quality of her/his dimension of practice. Participates in workshops & in-services while striving to improve the quality of his/her dimension of practice. Participates in workshops and in-services both internal and external to the hospice. Completes job functions in a safe and effective manner, and reports any discrepancies to the Director of Care.

Overall Goals of Hospice Huronia

- Participate on Hospice Huronia internal committees
- Build community relationships and awareness about Hospice Huronia
- Helps to build a Culture of Philanthropy
- Team player that assists Hospice Huronia to be a leader in the field of Hospice/Palliative Care

Skills and qualifications

- Graduate of an RN or BScN program. Must be a current registrant in good standing with the College of Nurses of Ontario.
- Demonstrated expertise with pain and symptom management.
- Ability to function in a leadership role. Experience leading and functioning in an interdisciplinary team environment.
- Computer literate. Ability to write routine reports and correspondence.
- Ability to speak effectively in small group settings. Requires excellent communication and interpersonal skills.
- Ability to solve complex problems and deal with a variety of concrete variables in situations where only limited standardization exists. Must have time management skills accompanied by flexibility.

Working Relationships

- Reports to the Director of Care
- Work with client/ family to create and manage care plans
- Coaches and mentors students as appropriate
- Models a work culture that promotes self-care, collaboration, diversity and positive regard for patients/families, colleagues and volunteers