



## **TABOR HOME**

### **JOB DESCRIPTION**

<b>JOB TITLE:</b>	<b>REGISTERED NURSE</b>
<b>DEPARTMENT:</b>	<b>Resident Services</b>
<b>CLASSIFICATION:</b>	<b>DC1</b>
<b>REPORTS TO:</b>	<b>Director of Resident Care</b>
<b>REVIEW DATE:</b>	<b>January 2012</b>

#### **JOB SUMMARY:**

In accordance with the vision, mission, philosophy and goals of Tabor Home and under the general supervision and direction of the Director of Resident Care or designate, the Registered Nurse will provide leadership in coordination and provision of resident care on scheduled shifts. Demonstrating strong team working skills, the RN will:

- Plan, implement, and evaluate care.
- Teach and counsel residents.
- Identify and document resident condition.
- Collect Data.
- Facilitate a supportive relationship with residents and families.
- Report to Resident Care Coordinator (RCC) on duty.
- Provide direct resident care such as dispensing medication and wound care when needed.
- Act as a liaison with other health care professionals.

#### **STANDARDS OF PERFORMANCE:**

1. Is perceptive and sensitive to the needs of the elderly.
2. Strives to attain a high level of performance from all personnel involved with resident care.
3. Demonstrates ability to communicate, organize, supervise and evaluate delivery of health care in an effective manner.

4. Is a positive example in appearance, behavior and conversation.
5. Gives creative leadership allowing personnel freedom of expression.
6. Deals with personnel in a consistent, fair, and kind manner.

**KEY RESPONSIBILITIES:**

1. Demonstrated clinical competencies and leadership skills to anticipate needs and delegate accordingly.
2. Demonstrated ability to work harmoniously to develop and foster a team approach with members of a multidisciplinary team with willingness to share information.
3. Support and interpret philosophy, goals, policies, and procedures of Tabor Home to other workers, residents and families.
4. Ability to respond effectively in emergency situations within CRNBC's scope of practice.
5. Ability to work effectively in an ever changing resident focused environment.
6. Utilize effective social and interpersonal skills with the residents and their families to encourage resident interactions and involvement in recreation programs.
7. Willingness to provide incidental or ad hoc guidance on clinical or health related tasks and refer to residents and families.
8. Assist in meeting the needs of the dying person and his/her family.
9. Ability to relate meaningfully with residents and a desire to effectively care for them, including meeting their mental, physical, social, emotional, and spiritual needs.
10. Using the nursing process and Fraser Health Clinical Practice Guidelines, assess the needs of each resident, organizes their total care and including family and/or resident in planning to achieve best practice.
11. Ensure that care plans are implemented, and evaluated, and updated regularly to achieve desired outcomes.
12. Assume a multidisciplinary approach to the development of a care plan for each resident, including nursing needs, approaches to be used by RCA's and other health care workers, in conjunction with the physician's plan of care.
13. Administer and document personal care to meet the mental, physical, emotional, social, and spiritual needs of the residents.

14. Maintain proper infection control, following Fraser Health Infection Control policies and protocols and under the direction of the RCC.
15. Prevent, eliminate, reduce and/or report safety hazards.
16. Regularly attend in-services, training programs, and actively participate in Care Conferences, staff and staff meetings.
17. Ensure that physicians are informed of changes in condition or care of their residents, or concerns from family members.
18. Promptly advise family members of changes in resident's condition, care requirements, need for equipment, falls, and transfers to hospital.
19. Consult with and communicates to the RCC regarding information on the residents' status and other related matters.
20. Participate in the collection of data for performance evaluations and orientate new staff members as directed.
21. Participate in continuous Quality Improvement activities e.g.: data collection, team meetings, etc.
22. Acts as the First Aide attendant as required.
23. Perform other related duties as assigned.

## **QUALIFICATIONS:**

- Leads Self
  - ◆ Is self aware; manages self; develops self; demonstrates character.
  - ◆ Engages in learning and has a minimum of two years experience in a residential care setting.
  - ◆ Bachelor of Science in Nursing or equivalent in education and experience.
  - ◆ Gerontology Certificate an asset.
  - ◆ Current practicing membership in good standing with the College of Registered Nurses of British Columbia (CRNBC).
  - ◆ Regularly attends education sessions and staff meetings.
  - ◆ Applicable First Aide certification.
- Engages Others
  - ◆ Fosters development of others; communicates effectively; builds effective teams.
  - ◆ Effectively participates in Unit Meetings and Care Conferences.

- Achieves Results
  - ◆ Aligns decisions with vision, values and evidence; takes action to implement decisions; assesses and evaluates.
  - ◆ Is familiar with Fraser Health Clinical Practice Guidelines, MDS (Gold Care), electronic medication administration, residential infection control practices including reprocessing, and ability to work with computer software including Microsoft Word, Excel and Outlook.
  
- Develops Coalitions
  - ◆ Purposefully builds partnerships and networks to create results; demonstrates a commitment to residents, families, staff and community; mobilizes knowledge by imparting and modeling to staff, residents and families.
  
- Works at Systems Transformation
  - ◆ Demonstrates systems/critical thinking; encourages and supports innovation; orients self strategically to the future.
  - ◆ Supports change by participating in Continuous Quality Improvement (CQI) processes in a residential care environment.

**Date Approved:**

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**Director of Resident Care**