



## UNION JOB DESCRIPTION

**JD3016**

<b>JOB TITLE:</b>	Registered Nurse/Registered Psychiatric Nurse - Long-Term Care	<b>JOB DESCRIPTION NO.:</b>	N.VI.21001.004
<b>CLASSIFICATION:</b>	Direct Patient Care - Profile Classification - Level 3	<b>GRID/PAY LEVEL:</b>	NL3
<b>COLLECTIVE AGREEMENT:</b>	Nurses Bargaining Association	<b>HSCIS NO.:</b>	21001
<b>UNION:</b>	BCNU; HSA	<b>JOB/CLASS CODE:</b>	21001
<b>PROGRAM/DEPARTMENT:</b>	Long-Term Care	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Manager or designate		
<b>FACILITY/SITE:</b>	BCNU-RN:All VIHA-Long-Term Care Sites: Westhaven; Aberdeen; Glengarry; Gorge Road Hospital, Priors; Saanich Peninsula Hospital; Cairnsmore Place; Chemainus Health Care Centre; Eagle Park; Cormorant Island Health Centre; Cumberland Lodge; Dufferin Place; The Summit at Quadra Village; Trillium Lodge; Yucalta Lodge, Nanaimo Seniors Village, Selkirk Seniors Village. BCNU-RPN:Long-Term Care Sites: Aberdeen; Glengarry; Priors; The Summit at Quadra Village; Saanich Peninsula Hospital; Chemainus Health Care Centre; Eagle Ridge Manor; Cormorant Island Health Centre; Cumberland Lodge; Dufferin Place; Yucalta Lodge. HSA-RPN: Long-Term Care Sites: Trillium Lodge; Cairnsmore Place; Gorge Road Hospital		

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Island Health (Vancouver Island Health Authority), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

The Registered Nurse/ Registered Psychiatric Nurse coordinates and provides direct nursing care to an assigned group of residents/clients. Provides guidance to caregivers for resident /client care consistent with current standards of professional practice, the philosophy of care, and established organizational standards within an interdisciplinary care environment.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Identifies actual or potential problems, strengths, plans interventions based on residents /client care priorities in accordance with established policies, procedures, programs and standards of professional practice. Performs planned interventions and evaluates outcomes.
2. Collects information from a variety of sources using skills of observation, communication and physical assessment to enable provision of appropriate care. Provides information on responses to interventions and outcomes of care to other members of the interdisciplinary team.
3. Demonstrates evidence based practice to meet the needs of the resident/client. Monitors and documents relevant observations, assessments and interventions including resident and family teaching and evaluation of care.

4. Communicates and consults with physicians, and other members of the interdisciplinary team about resident /client care and responses to care.
5. Coordinates the development of individual plans of care by initiating and attending resident /client care conferences. Participates in resident care conferences. Explains plan of care to residents and their families
6. Guides and provides direction to other staff by information sharing, demonstrating and / or providing guidance on clinical tasks, consulting with other care staff, reassigning clinical /health related tasks when necessary, and providing verbal input into staff performance when requested. Provides guidance and instruction to staff, residents/clients, and volunteers in areas of professional knowledge.
7. Acts as an advocate to protect and promote resident /client rights to autonomy, respect, privacy, dignity, and access to information in accordance with standards of professional practice and philosophy of long-term care.
8. Supports maintenance of appropriate resident /client records such as resident /client assessments, care plans, and medication administration records; provides and receives resident /client information from a variety of sources such as physicians, family members and residents/clients.
9. Participates in quality improvement activities by identifying care issues, preparing reports, collecting statistical information and quality improvement data for research and evaluation purposes, including workload measurement data and quality indicators.
10. Participates as an active member on related committees and councils for improvements of resident /client care and / or the work environment.
11. Participates in the orientation and ongoing education of staff and students by providing information and acting as a preceptor as appropriate. Identifies self-learning needs and takes initiative to attend educational programs to enhance clinical competency.
12. Participates in the evaluation of resident/ client care programs, techniques, standards and procedures by providing feedback about effectiveness and care outcomes.
13. Maintains a safe work environment by adhering to health and safety guidelines, established safety and emergency practices and procedures, and identifying and reporting malfunctioning equipment. and encouraging open communication and collaboration among unit team members.
14. Ensures staff accident and injury and facility incident reports are completed as per guidelines. Conducts investigation of accident / injury / incident and initiates appropriate follow-up actions.
15. Performs other related duties as assigned.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

Registration with BC College of Nurses and Midwives as a practicing RN registrant or a practicing RPN registrant. One year's recent related experience, or an equivalent combination of education, training, and experience.

### **Skills And Abilities**

- Ability to communicate effectively both verbally and in writing
- Ability to deal effectively with others
- Ability to be self-directed and to plan, organize and prioritize work.
- Ability to provide guidance and direction.
- Physical ability to carry out the duties of the position.
- Ability to operate related equipment / Technology
- Familiar with MS Outlook, MS word,
- Basic key boarding skills.