



UNION JOB DESCRIPTION

JD3193

JOB TITLE:	Licensed Practical Nurse, Long-Term Care	JOB DESCRIPTION NO.:	N.VI.15316.002
CLASSIFICATION:	Licensed Practical Nurse I - Direct Care	GRID/PAY LEVEL:	NL1
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	26001
UNION:	BCNU	JOB/CLASS CODE:	15316
PROGRAM/DEPARTMENT:	Long-Term Care	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	VIHA South, Central & North Island Health Services Delivery Areas; Aberdeen Hospital; Chemainus Health Care Centre; Cormorant Island Community Health Centre; Cowichan District Hospital; Cowichan Lodge (Walden); Cumberland Health Centre; Eagle Park Health Care Facility; Glengarry Hospital; Nanaimo Regional General Hospital; North Island Hospital (Comox Valley Campus; Campbell River and District); Prioory Hospital; Saanich Peninsula Hospital; Tofino General Hospital; Trillium Lodge; West Coast General Hospital; Yucalta Lodge; Brentwood House; Sluggett House;		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), 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.

Under the direction of the Manager or designate and in collaboration as a member of a multidisciplinary team, the Licensed Practical Nurse provides care to complex but stable residents /clients. Performs assessments, plans and provides personal care, and performs nursing procedures. The Licensed Practical Nurse operates in accordance with the competency guidelines and full scope of practice within the Standards of Practice as outlined by the BC College of Nurses and Midwives, and according to agency operating policies and standards and unit specific protocols.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Identifies actual and /or potential problems and strengths, plans interventions based on resident /client care priorities in accordance with established policies, procedures, programs and standards of practice for the Licensed Practical Nurse in BC. Evaluates outcomes, records observations, and communicates findings and/or changes to appropriate staff.
2. Performs assessments, makes observations and collaborates with the Registered Nurse and /or designate in the development of, and ongoing changes to individual residents/ client care plans. Collaborates with the interdisciplinary team in care planning meetings and family conferences.
3. Performs nursing care and procedures and evaluates residents/ client outcomes. Administers medications to assigned residents /clients according to established policies and procedures.

4. Assists with resident /client admission, discharge and transfer process including initiating/ and or completing documentation. Assists in orientating the resident/client to the unit.
5. Monitors and documents relevant observations, assessments, and care interventions, including resident /client / family teaching and evaluation of care.
6. Assists in the orientation and continuing education of new staff, students, and other members of the health care team.
7. Participates in quality improvement activities by: identifying care issues, collecting data, and participating in care conferences, meetings and committees. Participates in the evaluation of resident /client care programs, standards and procedures by providing feedback and documenting effectiveness and care outcomes.
8. Accepts, transcribes and processes physician's orders in accordance with established policies and procedures.
9. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

- Registration with BC College of Nurses and Midwives as a practicing LPN registrant.
- MHSU positions also require completion of additional education as outlined by BCCNM for practice where Mental Health and/or Substance Use disorders are the primary diagnosis.

Skills And Abilities

- Communicate effectively, both verbally and in writing, with residents, families, co-workers, members of the multidisciplinary team and the public.
- Deal with others effectively.
- Organize work and implement a plan of care.
- Demonstrate knowledge and competencies to work at full scope of practice as currently required by the BC College of Nurses and Midwives, including administering medications.
- Operate related equipment.
- Physically able to carry out the duties of the position.