

## VILLA CATHAY CARE HOME SOCIETY

### JOB DESCRIPTION

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JOB TITLE: Registered Nurse, Registered Psychiatric Nurse, Licensed Graduate Nurse

Report to: Director of Care

Department: Resident Care

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#### **JOB SUMMARY:**

Practice in accordance with the standards, scope and code of ethics as outlined by the College of Registered Nurse BC (CRNBC), within a resident-centered care model and the organization's philosophy, RN/RPN/LGN works independently and collaboratively as a member of an interdisciplinary care team and provides clinical leadership to members of nursing team. This includes activities such as assessing, planning, implementing, evaluating and documenting client care, providing support to residents and their families, and gives directions and guidance to LPNs and RCAs. Maintains and advances clinical competence pursuant to the standards of practice of CRNBC.

#### **DUTIES AND RESPONSIBILITIES:**

1. Understands, supports and implements the CRNBC "Standards for Nursing Practice." Assesses, plans, implements and evaluates nursing care of residents, through diagnosing actual or potential problems and strengths; planning interventions; performing the planned interventions and evaluating the outcomes. Processes physician's orders and explains the orders to appropriate staff. Documents relevant observations including resident and family teaching and evaluation of nursing care.
2. Understands, supports and implements the philosophy, mission and policies of Villa Cathay Care Home. Maintains a good knowledge of all reporting forms and procedures at Villa Cathay Care Home, and uses them appropriately.
3. In accordance to Villa Cathay Care Home policies, protocols, and guidelines, provides direct nursing care to residents, including: (1) assisting residents to maintain, regain or maximize physical and physiological functioning, (2) assisting residents to meet their psychological and emotional needs, (3) supporting residents in the event of a sudden or unpredictable change in status, (4) communicating relevant information about resident's status to significant others.
4. Develops appropriate nursing care plans in conjunction with interdisciplinary team and sets goals with resident in relation to problems/needs as identified through assessments. Evaluates care plans and makes changes as needed. Attends and contributes to care planning meetings/care conference.

5. Contributes to the maintenance and revision of health care plans for each resident, and also other written communication systems. Collects resident related data. Charts and documents all pertinent activities in an appropriate and legible manner.
6. Records and maintains resident health record according to established format and facility guidelines.
7. Admits, discharges, and/or transfers residents according to facility policies as required, and completes necessary forms.
8. Participates in Quality Assurance/Risk Management Programs by completing documentation in accordance with established procedures, compiling information/preparing statistics for audit as required, recommending review/revision of policies and procedures, serving in quality improvement relevant projects/ committees to enhance resident-centered, customer-driven care.
9. Participates in planning, implementing and evaluating standards of care, care policies and procedures, as well as those which pertain to safety of residents and staff.
10. Provides guidance to the LPNs and Care Aides in the provision of nursing care and the fostering of residents' autonomy and independence.
11. Participates in departmental and general staff meetings/communication, which include interdisciplinary meetings, nurses' meetings as requested and provides input that relate to resident care and the operation of Villa Cathay Care Home.
12. Assists with orientation of new staff as directed to unit routines, medication procedures and nursing duties in accordance with facility policies and procedures
13. Maintains a good operating knowledge of the nurse call system, the telephones, the CCTV system, the Watchmate system, the front door intercom, and the door alarm system. Monitors all these systems and responds quickly to all calls.
14. Maintains a good operating knowledge of the WHMIS procedures, fire alarm procedures and evacuation procedures. Uses good body mechanics and lifting techniques at all times, and teaches same to other staff.
15. Performs other related duties as assigned.

## **QUALIFICATIONS**

### **Education, Training and Experience**

- Graduation from a recognized RN program
- Current full practicing licensure with the CRNBC/RPNBC
- Valid Standard First Aid with CPR-HCP certificate

### **Knowledge, Skills, Abilities and Attributes**

- Ability to communicate effectively in English, both verbally and in writing. Ability to communicate with residents and family in their preferred dialect/language an asset.
- Ability to deal with others effectively
- Physical ability to carry out duties of the position
- Ability to prioritize and organize work according to residents' care needs and goals of the organization
- Ability to operate related equipment
- Basic computer skill and word processing program
- Demonstration of good work ethics and respectful work place behaviours