



Title: **REGISTERED NURSE**

Department/s: **Nursing**

Approved By: **Senior Management Committee**

Date Approved: **Jul 06 1990**

Date Revised: **Feb 11 2011**

Policy Number: **N-I-B4**

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## **POSITION SUMMARY**

The Registered Nurse (RN) is part of an interdisciplinary team and is responsible and accountable to the Manager Resident Care. The RN facilitates a collaborative working environment by means of proven leadership, teamwork, innovation and best practices for nursing and resident care services. These responsibilities shall be carried out in accordance with Fairhaven's mission, vision, values and leadership philosophy, policies and procedures, collective agreements and applicable legislation and regulations.

The RN will promote and support a high quality of care for the residents while respecting their identified needs and preference. As a valued member of Fairhaven's team, the RN will demonstrate a commitment to resident and staff safety in accordance with Fairhaven's policies and governing bodies.

## **RESPONSIBILITIES**

In accordance with the established policies of Fairhaven, the RN will:

1. Maintain a resident-centered approach in assessment, planning, provision and evaluation of resident care by observation, reporting and recording vital signs, symptoms and conditions of residents (work full scope of practice);
2. Direct, supervise and evaluate the work of Registered Practical Nurses (RPN) and Personal Support Workers (PSW) (unregulated healthcare providers);
3. Responsible for following established nursing principles, physicians' orders and Fairhaven's policies and procedures;
4. Demonstrate accountability, effective communication, professionalism, and competency with residents, colleagues, family members, and community stakeholders, by providing high quality resident care within legislated standards as defined by the Ontario College of Nurses;
5. Collaborate with the Manager Resident Care in orientation, training, staff development, performance management, authorization of overtime, in accordance with collective agreements and deployment of staff resources in a timely manner;
6. Complete RAI MDS assessments within legislated timeframes set by Ministry of Health and Long Term Care;
7. Co-ordinate and facilitate resident care conferences as a member of Fairhaven's interdisciplinary team;
8. Oversees maintenance of medication system by maintaining accurate record according to established procedure;

10. Participates in nursing research, resident satisfaction and continuous quality improvement initiatives (e.g. Residents' First);
11. Implement a safety culture within area of responsibility by ensuring residents and staff comply with all aspects and regulations related to the Ontario Occupational Health and Safety Act and Fairhaven's Health and Safety policies and procedures, and other governing bodies;
12. Maintains active membership in appropriate professional associations.
13. Perform all other duties as assigned.

### **ENVIRONMENTAL FACTORS**

- Exposure to plants, perfumes, cleaning agents, dust, etc.
- Conflict management
- Unpredictable resident behaviour
- Exposure to communicable diseases
- Emotional impact of dealing with residents with deteriorating conditions
- Frequent non-routine job demands.

### **REPORTING RELATIONSHIP**

Reports directly to the Manager Resident Care.

### **QUALIFICATIONS**

- Registered Nurse with current Certificate of Competence, College of Nurses of Ontario (to be verified annually)
- Theoretical preparation in Gerontology preferred
- Long Term Care experience preferred
- Comprehensive knowledge of nursing and health care practices as well as knowledge in Infection Control Practices
- Effective human relation skills, integrity, and demonstrated commitment to working with seniors

- Assertive and effective interpersonal skills (conflict resolution) organization and multi-tasking skills, while dealing with stressful situations and challenges
- Ability to prioritize and focus action what is best for the resident and Fairhaven
- Ability to deal with stressful situations and challenges and generate creative solutions
- Demonstrated organizational and time management skills
- Demonstrated leadership and effective communication skills
- Able to fulfil the physical demands of the position