



Title: **REGISTERED PRACTICAL NURSE**

Department/s: **Nursing**

Approved By: **Senior Management Committee**

Date Approved: **Jul 20 1990**

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POSITION SUMMARY

The Registered Practical Nurse (RPN) at Fairhaven is responsible for assisting in the functioning of the unit, resident care, staff and surroundings within her scope of practice. The RPN can practice independently only in situations where the outcome is predictable and the risk is low. The RPN consults with the Registered Nurse (RN) in all other situations.

The Registered Practical Nurse demonstrates competence at the current level of knowledge for his or her practice, seeks help and guidance when unable to perform competently, refrains from practicing beyond his or her competence, and is accountable for his or her own practice.

RESPONSIBILITIES

- 1.* Applies current knowledge regarding resident needs, gerontological principles, nursing care, general health maintenance and promotion.
2. Demonstrates accountability for her/his actions and decision making with respect to the provision of resident care.
3. Practices competently within legislated standards as set by the College of Nurses and determined by personal knowledge and skills.
- 4.* Provides ongoing assessment of resident health status in accordance with defined policy and procedures.
- 5.* Provides input to the RN regarding problem/strength statements contributing to the formation of nursing diagnosis. Also contributes information to registered nursing staff in the development and modification of current, individualized and standard nursing care plans.
- 6.* Identifies indicators of risk to resident health and report concerns to registered nursing staff.
- 7.* Contributes to resident care conferences.

- 8.* Provides direct nursing care as defined by the Standards of Nursing Practice (CNO) including -
 - . administration of medications through oral, subcutaneous, topical, natural body orifices, intracutaneous, tubing routes.
 - . transcribing medical orders as given by physicians in writing or by telephone.
 - . administration of routine medications including narcotics.
 - . administration of routine p.r.n. medications and identify when the order needs to be adjusted.
 - . maintains security of medication system and storage.
 - . orders medications as required and maintains MAR system.
 - . collaborate with registered nursing staff in the administration of non-routine p.r.n. medications.
9. Monitors and provides guidance to health care aides and unit attendants in the provision of nursing care within an assigned work area.
10. Communicates effectively through the team leader role and in a respectful manner with residents, family, members of health care team, and staff of Fairhaven.
11. Documents all aspects of resident care in a thorough and timely manner according to prescribed policy and procedure.
- 12.* Contributes to the evaluation of nursing care by comparing resident status to expected outcomes and goals so the RN can modify the care plan as appropriate.
13. Demonstrates self-awareness in realistic appraisal of personal practice, identifying strengths, weaknesses and plan for professional development.
14. Maintains safe and orderly unit environment ensuring adequate supplies are available.
15. Maintains active membership in appropriate professional associations.
- 16.* Participates in other work related duties as assigned by the registered nursing staff and nursing management.
17. Maintains a positive and harmonious relationship with all members of the Fairhaven community.
18. Participates in Fairhaven's WHMIS program.
19. Participates in Fairhaven's Health and Safety program.

20. Participates in in-service education as required.
21. Implements preventative infection control measures.
22. Ensures that all activities are carried out in a manner to reduce risk of injury to resident and staff.
23. Participate in Fairhaven's TQS program.
24. Participates in other work-related duties as outlined by his/her manager.

* Distinguishes responsibilities of the Registered Practical Nurse from the Registered Nurse.

REVIEW AND EVALUATION

A written performance appraisal will be completed by the Registered Nurse prior to the end of the incumbent's probationary period, and bi-annually thereafter.

If a need is evident, an appraisal will be done more frequently.

REPORTING RELATIONSHIP

Reports to a designated Registered Nurse or Manager of Clinical Services.

QUALIFICATIONS

- Registered Practical Nurse
- Current Certificate of Competence, College of Nurses of Ontario (to be verified at time of hire and then submitted annually)
- Long-Term Care experience
- Certificate in Administration of Medications (if not included in the RPN course)
- Certificate in Surgical Asepsis
- Effective interpersonal skills and strong organizational ability
- Leadership potential
- Able to fulfil the physical demands of the position