



Visiting/Shift Registered Nurse (Full-Time)

Job Description

JOB TITLE Registered Nursing Visiting/Shift

PURPOSE OF JOB

To provide in home health care to Nightingale Nursing Registry Ltd. clients. The community health nurse employed within an official health agency functions as an internal consultant to the employing agency and provides nursing and community health consultation to colleagues, other disciplines, agency administration, and other health and human service agencies and/or community groups as a representative of the agency.

RESPONSIBILITIES AND DUTIES

1. Ensure pertinent legislated standards and requirements are implemented within the College of Nurses of Ontario Licensing Division
2. Perform professional responsibilities in accordance with the Standards of Practice established by the College of Nurses of Ontario
3. Know, Read, Review, & Understand all Nightingale's Policies and Procedures related to your position within the organization
4. Maintain the established systems of management reporting to Agency and Central East Community Care Access Centre (CECCAC) as per Agency contract with CECCAC
5. Promote Nightingale at all times and encourage sales of Nightingale's peripheral services (Foot Care; Personal & Home Support; Dental HomeCare etc.)
6. Perform Visiting Nursing as per schedule of clients prepared by Manager of Nursing Services 8-12 visits per day. Travel time between clients will be considered when preparing the visiting client schedule.
7. Must see clients on scheduled service days unless approved through the office with preferable hours of 07:00 to 18:00, but always accommodating client care needs.
8. Be available for an "On Call" rotation 3-4 evenings/nights per week (separate flat fee) & weekend days
9. Be available for Admission of New Clients, after hours rate of 1.5 times will apply however, no travel wage
10. Service On-call clients After-Hours during on-call shift. Wage rates paid at 1.5 times hourly rate. Travel paid outside city limits as per regular rate.

11. Be available for Admissions of New Clients on scheduled visiting days, and act as primary visiting nurse for those clients
12. Assist in the Nursing development and implementation of policies and procedures, which carry out the philosophy of the Agency. Assist with the implementations of Continuous Quality Improvement & attend/participate in periodic internal CQI meetings
13. Make recommendations to the Director of Nursing (or designate) for the purchase of supplies and equipment for the client; assist the Director of Nursing (or designate) to obtain maximum benefit from financial resources.
14. Train, supervise and periodically evaluate the performance of other Registered Nursing Professionals and non-registered staff with guidance from the Director of Nursing and act as an educational resource to these persons.
15. Make recommendations to the Director of Nursing (or designate) on the employment status of RN's, RPN's and non-registered personnel.(hiring, discipline, promotion, rewards, perks)
16. Function as an educational resource to RPN's and non-registered personnel.
17. Delegate responsibilities appropriate to the provision of quality nursing care to RPN's and non-regulated staff in accordance with their job descriptions
18. Dispense medications and direct nursing care as instructed by the Director of Nursing or the Manager of Nursing Services and in accordance with P&P. Assist in the development and maintenance of an appropriate plan of care for each client as a member of the multidisciplinary care team.
19. Monitor the provision of care by all staff in the clients home in accordance with the established plan of care, promptly correct deficiencies and when identified instruct peers, clients, or clients' family/caregiver in executing correct procedures.
20. Ensure that accurate, timely and complete documentation of nursing observations, changes in client condition including charting, variances, physician's updates etc.
21. Liaise directly with attending physicians, psychiatrists, coroner, supervisors, other Health Care workers, Social Workers, clergy, relatives of client or responsible parties, nursing staff, etc. To ensure appropriate client care.
22. Liaise with the Director of Nursing or Manager of Nursing Services with respect to the provision of in-service education and orientation for Registered & Non-registered Health professionals in the organization
23. Assist the Director of Nursing or Manager of Nursing Services in ensuring the efficient and meaningful Multidisciplinary Client Care Conferences.
24. Provide assistance as directed in ensuring an appropriate flow of communication and/or information between nursing professionals on all shifts/schedules with the same client
25. Be available to cover other visiting nursing schedules when necessary in accordance with established call in procedures to cover vacation & sick time of colleagues
26. Ensure the maintenance of all Health & Safety standards by client, client's family/caregiver and nursing professionals AND promptly report all potential, perceived or actual hazardous conditions/actions or violation of H&S standards. Attempt to correct hazardous conditions only if your own personal safety is not jeopardized
27. Attendance at Nightingale Health & Safety Inservices, and other internal Nursing Educational Sessions
28. Represent the Agency in a professional manner in the community on and off duty
29. Perform other reasonable related duties as required or requested by management from time to time

QUALIFICATIONS

- Current registration as a Registered Nurse with the College of Nurses of Ontario Required
- Annual CPR Certification.
- A sound knowledge and background in Community Nursing with a variety of Nursing skills and experience is essential.
- Must demonstrate an understanding of the Standards of Practice established by the CNO
- Must be mature and possess good communication, leadership and interpersonal skills.
- Must be in good physical and mental health.
- Must be knowledgeable in nursing process developments & trends in Community Nursing and have the skills to assist in the planning & co-ordination in comprehensive care program - ongoing

KNOWLEDGE

- Knowledge of Nightingale's mission and values
- Knowledge of Client Bill of Rights
- Knowledge of Nightingale's Policy & Procedures
- Knowledge of geographical area serviced by Nightingale
- Knowledge of appropriate safety measures related to infection control, equipment, contaminants, hazardous products, immediate client environment.
- Knowledge of infection control measures such as hand washing, universal precautions, isolation.
- Knowledge of identification and reporting mechanisms for unsafe or hazardous equipment and situations.
- Knowledge of internal Quality Improvement culture and reporting requirements and mechanisms (i.e. occurrence reporting)

ABILITIES

- Ability to communicate orally and in writing
- Ability to follow direction
- Ability to work independently or with a team in a variety of work conditions and settings
- Ability to identify client situations/conditions which require intervention
- Ability to function well in a changing environment
- Ability to self schedule assigned clients on a particular day optimizing time, and financial resources available

CLIENT SAFETY

- Assist the cognitively impaired client by adapting the client's environment to support comfort, safety and function, communicating with client to best meet their needs, and encourage client participation in tasks.
- Assist in the care process by observing and reporting changes in the clients' physical and emotional condition to supervisor or initiate emergency intervention as required (911)
- Follow the care plan as outlined by your co-ordinator.

HEALTH & SAFETY

- Knowledge of appropriate safety measures related to infection control, equipment, contaminants, hazardous products, immediate client environment.
- Knowledge of infection control measures such as hand washing, universal precautions, and isolation.
- Knowledge of identification and reporting mechanisms for unsafe or hazardous equipment and situations.
- Knowledge of the Duties of the Worker under the Occupational Health & Safety Act
- Employee responsibility of the Return-to-work program for WSIB
- Responsible for reporting actual or perceived hazards to the office immediately
- Keep in mind and use your judgement on remaining safe in the homes of client's (no climbing on anything).
- Lift and transfer clients in a safe and comfortable way. Notify the office immediately if this is not possible to do safely.

DEFINITION OF VISITING NURSING:

Time limited Nursing Intervention delivered to client to assist in achieving specific goals. Length of visit will vary depending on the specific Nursing procedure required to perform. Nursing visits vary in length between 15mins and 90mins, but on average are 1.1 hours.

DEFINITION OF SHIFT NURSING:

Nursing Intervention to assist in achieving a specific goal delivering over a continuous period of time ranging from 3-12 hrs.

It is expected that nurses will use their clinical judgement to decrease Nursing Service as warranted by client condition.