



Nightingale Nursing Registry Ltd.

Visiting Registered Practical Nurse

Job Description

JOB TITLE Registered Practical Nursing Shift/Visiting

PURPOSE OF JOB

To provide in home health care to Nightingale Nursing Registry Ltd.(NNR) 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.
2. Perform professional responsibilities in accordance with the Standards of Practice established by the Ontario College of Nurses and Nightingale's Policies and Procedures
3. Maintain the established systems of management reporting to Agency
4. Promote Nightingale at all times and encourage sales of Nightingale's peripheral services.
5. Must see client's on scheduled service days unless approved through the office.
6. Assist in the Nursing development and implementation of policies and procedures, which carry out the philosophy of the Agency. Assist with the implementations of Quality Assurance.
7. Make recommendations to the Director of Nursing for the purchase of supplies and equipment for the client; assist the Director to obtain maximum benefit from financial resources.
8. 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.
9. Monitor the provision of care by all staff in the client's home in accordance with the established plan of care, promptly correct deficiencies when identified instruct personal in correct procedures.
 10. Ensure that accurate and complete documentation of nursing observations and client is maintained.
 11. Liaise 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.
 12. Liaise with the Director of Nursing or Nursing Supervisor with respect to the provision of in-service education and orientation for registered non-registered nursing staff.
 13. Assist the Director of Nursing or Manager of Nursing in ensuring the efficient and meaningful Multidisciplinary Resident Care Conferences.
 14. Provide assistance as directed in ensuring an appropriate flow of communication and/or information between nursing staff on all shifts.
 15. Be available to cover shifts when necessary in accordance with established call in procedures.
 16. Ensure the maintenance of optional safety standards by client and nursing staff, promptly correct hazardous conditions/actions.
 17. Represent the agency in a professional manner in the community.
 18. Perform other related duties as required.

QUALIFICATIONS

Current registration as a Registered Practical Nurse with the College of Nurses of Ontario required. Priority will be given to those with Post Graduate studies in nursing with experience working in the community. 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 Ontario College of Nurses. 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 and trends in Community Nursing and have the skill to assist in the planning, co-ordination and supervision of a comprehensive care program.

KNOWLEDGE

Knowledge of NNR mission and values
Knowledge of Client Bill of Rights

Knowledge of geographical area serviced by NNR

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.

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.

ABILITIES

The ability to communicate orally and in writing

The ability to follow direction

The ability to work independently or with a team in a variety of work conditions and settings

The ability to identify client situations/conditions which require intervention

Ability to function well in a changing environment

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.

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.