



Position: Registered Nurse

Status: Casual

Location: Vancouver

Job Summary

Provides direct primary nursing care as is appropriate for residents adhering to established Standards for Nursing Practice and the policies and procedures of Pro Vita.

Responsibilities and Duties

- Assesses resident health status including:
 - differentiating between normal and abnormal physical findings
 - recognizing deviations from mental health baseline, differentiating between dementia and delirium
 - taking appropriate action such as consulting with the primary physician or making referral to the Mental Health Team.
- Plans and documents care which is individualized and designed to restore functional capabilities and prevent complications and excess disabilities.
- Works with Care Manager to complete Inter-Rai MDS Assessments; including care plans.
- Ensures Fall Safety programs are developed and followed by all facility staff.
- Provides direct nursing care, including administration of medications and medical treatments using skills of empathy and therapeutic communication.
- Works with Care Manager to ensure a smooth transition for the resident from admission to discharge.
- Consults and Coordinates with other team members in planning and implementing treatment programs for resident care.
- Continually evaluates the resident's response to care including determining progress toward goals; revising care plan as necessary; addressing resident and/ or family concern with care as appropriate; referring issues to other members of the care team as necessary.
- Where appropriate encourages residents/patients participation in providing their own personal care.
- Where appropriate encourages residents/patients participation in decision making in regards to their plan of care and activities of daily while maintaining independence as much as possible.
- Documents health information in accordance with facility policy.
- Provides work direction to the nursing team including orientation, reassignment, teaching and providing guidance.
- Arranges the care needs of the resident based on input from all members of the multi-disciplinary team as specified in the resident's care plan; contacts physicians as required.

- Participates in evaluating standards of care through active involvement in teams and committees such as quality Improvement, safety, nursing practice, multidisciplinary conferences, etc.
- Consults with Director of Care and/or Operations Manager for all concerns.
- Assumes responsibility for own continuing education and professional development; maintains current knowledge of trends and concepts in gerontological nursing.
- Utilizes proper body mechanics and proper techniques, using assistive devices as required in lifts and transfers.
- Reports risk management issues to the Care Manager, including unsafe/unethical practices, malfunctioning equipment and safety issues.
- Promotes and maintains positive communication with all residents, staff and public.
- Performs other related duties as assigned.

Qualifications

- Graduation from an Approved School of Nursing.
- Current practising registration with College of Registered Nurses of British Columbia (CRNBC) or College of Registered Psychiatric Nurses of British Columbia (CRPNBC).
- Maintains a Valid First Aid and CPR "A" Certificate.
- MDS education (Gold Care or Point Click Care)
- Must maintain Occupational First Aide Level 1 status (may be a Level 2 depending on site)
- Meets the physical requirements for the role.
- Gerontological experience preferred.

Competencies

- **Action Oriented:** Enjoys working hard; is action oriented and full of energy for the things he/she sees as challenging; not fearful of acting with a minimum of planning; seizes more opportunities than others.
- **Conflict Management:** Reads situations quickly; good at focused listening; can settle disputes equitably; can find common ground and get cooperation with minimum noise.
- **Interpersonal Savvy:** Relates well to all kinds of people inside and outside the organization; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can defuse even high-tension situations comfortably.
- **Learning on the Fly:** Learns quickly when facing new problems; a relentless and versatile learner; open to change; analyzes both successes and failures for clues to improvement; experiments and will try anything to find solutions; enjoys the challenge of unfamiliar tasks; quickly grasps the essence and the underlying structure of anything.
- **Listening:** Practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others even when he/she disagrees.



Title:

Registered Nurse – Job Description (con't)

- **Problem Solving:** Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.
- **Time Management:** Uses his/her time effectively and efficiently; values time; concentrates his/her efforts on the more important priorities; gets more done in less time than others; can attend to a broader range of activities.