



Registered Nurse (Casual)

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JOB DESCRIPTION

This is a Casual position with no guaranteed number of hours per week.

The Registered Nurse (RN), Registered Psychiatric Nurse (RPN), reports to the Nursing Manager. The RN/RPN is accountable for the clinical leadership, coordination, communication, assessment, planning, implementation, and ongoing evaluation of individual, holistic, resident care needs on an ongoing basis, developing a specific care plan accordingly. The RN/RPN provides support, advocacy, and choice to Residents and their families to ensure the highest quality of person-centered care achievable within the Mission, Vision, and Values of Canterbury Foundation and standards of professional nursing practice. Demonstrates ongoing competence utilizing knowledge, skill, judgment, and evidence-based practice in caring for the elderly. The RN/RPN ensures compliance with continuing care health service standards and CARNA, employment and safety-related statutes, legislation, codes and regulations and Centre policies.

Responsibilities:

I. HEALTH, SAFETY AND WELLNESS

- Committed to knowing, understanding, and reviewing your workplace hazards as identified by your Workplace Hazard Assessment, Joint Workplace Health and Safety Committee and as outlined in Canterbury Foundations Policies and Procedures.
- Participates in making the workplace a safe environment for staff and residents by reporting unsafe conditions, knowing your rights as an employee to refuse unsafe work, and by participating in training, events, and committees.
- Wear appropriate personal protective equipment, footwear and apparel for your role and responsibility for your workday (being mindful of hazards approaching and leaving the workplace).

II. JOB DUTIES

- Coordinate, communicate, assess, plan, develop, implement, implement, and evaluate all newly admitted residents and those with changing, complex, unpredictable unstable health needs to ensure quality care is provided utilizing a comprehensive assessment and ongoing plan of care.
- Inform Nursing Manager and relevant care team members of any changes to a resident's health status.
- Utilize critical thinking, problem solving, and decision-making skills to provide competent, resident and family centered care.
- Mentor new graduates, health care aides, and the unit clerk as these individuals acquire new skills.
- Supervise and monitor that resident care has been assigned to appropriate, competent health services staff, including supervision of those restricted activities that are supported by Canterbury Foundation to be assigned to non-regulated health care staff.
- Collaborate with physicians, pharmacy provider, and nurse colleagues to manage Canterbury's medication assistance program and administer some medications, when appropriate.
- Assess capabilities of residents and encourage them to participate in activities and events.

- Deliver resident care in a safe and effective manner according to discussions with the Nursing Manager and Home Care Manager.
- Work with residents and families to resolve any care related issues.
- Report any unresolved concerns to the Nursing Manger.
- Provide support to residents and families to enhance services to seniors ranging in different levels of behavior, from cognitively competent to complex
- Complete and maintain health records for residents accurately and in a timely manner on Seniors Care as well as all incident reporting.
- Maintain confidentiality of residents, residents' families, and Canterbury Foundation's information.
- Assist staff and family members in a resident centered approach to develop and implement behavioral care strategies and monitor resident response to care over time.
- Demonstrate knowledge in safe, competent, ethical, clinical, evidence-based gerontology nursing practice, safe medication assistance/administration practices, and effective timely documentation in accordance with organizational, legislative and legal requirements.
- Provide on-going patient follow up and evaluation of overall health.
- Facilitate transfer of knowledge into practice and enhance staff's ability to manage care plan interventions.
- Determine staffing needs in collaboration with the Nursing Manager and ensure adequate coverage is in place at all times.
- Lead the emergency response process when codes are called within Canterbury residences.
- Participate in the development of plans, objectives and strategies for care services, which are aligned with overall organizational strategic directions.
- Participate in the development, revision and implementation of operational policies, procedures and programs in collaboration with appropriate team members, physicians, interdisciplinary team and other stakeholders in accordance with evidence-based practices.
- Ensure that the nursing team complies with the organizational policies and procedures, continuing care health service standards, accommodation standards, and relevant legislation and regulations.
- Respond, investigate and review concerns and complaints from residents, families and staff in accordance with the resident incident reporting and investigation process.
- Report and investigate unusual incidents, medication incidents and discrepancies, and critical incidents to ensure immediate corrective action is implemented if appropriate.
- Takes required action to decrease the risk of injury immediately and/or notify the Nursing Manager of the concern.
- Ensure investigation and follow up in respect to any unusual incidents, near misses, complaints or reports of safety concerns and promote a safe work environment for residents, family members, co-workers and self.

Qualifications:

- A Bachelor's Degree in Nursing from an accredited university.
- Must be a member in good standing of the College and Association of Registered Nurses of Alberta (CARNA).
- Active First Aid/CPR Certificate.
- Additional education in geriatrics, psychogeriatric, or physical rehabilitation is an asset.
- Minimum of two years' experience in health care with seniors, focused on providing or coordinating care for adults in a specialized geriatric unit or facility. Experience in dementia care is considered an asset.

Your Qualities:

- Demonstrated professional maturity, judgment, decisiveness, and conflict resolution
- Ability to take initiative
- Detail oriented
- Proven organizational and time management skills
- Ability to demonstrate flexibility
- Ability to adapt to changing situations
- Excellent communication skills, written and oral
- Proficient in Microsoft office suite products (Outlook, Excel, Word)

- Demonstrated critical thinking skills
- Ability to trouble shoot and recommend solutions
- Strong evidence of relationship-building, ability to work collaboratively
- Demonstrated ability to make evidence-based decisions with a commitment to quality
- Proven ability to thrive in a challenging, dynamic, complex environment

We thank all candidates for their interest but only those selected for interviews will be contacted.