

CITY OF HAMILTON

COMMUNITY SERVICES DEPARTMENT **(MACASSA LODGE)**

REGISTERED NURSE – ONA 50

The Community Services Department is committed to its people and is dedicated to building a strong and healthy community. We are passionate about making a difference and are recognized for our excellence. We offer a respectful and supportive workplace that provides life-long learning opportunities, leadership, innovation and performance excellence.

We are looking for high performing public servants who are interested in experiencing a challenging, rewarding, enjoyable, and fulfilling career. The successful candidate will demonstrate an ability to provide excellent client service in a respectful, courageous, empathetic, just and ethical manner. Your ability to set and achieve personal goals, professional goals and contribute to the goals of the organization will result in high job satisfaction.

SUMMARY OF DUTIES

Reporting to the Director of Nursing, the Registered Nurse provides professional nursing care to residents; directs and supervises nursing care given by Registered Practical Nurse and Personal Support Worker within an assigned unit.

The Registered Nurse is required to plan, direct and coordinate all activities necessary for the management of the unit.

He/she works closely with the Director of Nursing, attending physician, nurse managers, recreation, dietary and other ancillary personnel.

GENERAL DUTIES

Provide nursing care in accordance with administrative policies, physicians' orders, established standards and recognized nursing principles.

Assess residents' conditions through recognizing and interpreting symptoms and signs and where appropriate, institute remedial health measures.

Assume responsibility for the nursing care of the acutely ill residents.

Assist the physician in diagnostic and therapeutic measures.

Responsible for prescribed medication and checking incoming supplies.

Participate in medication administration to residents.

Supervise the medication administration by R.P.N. staff.

Responsible for treatments as prescribed and supervision of R.P.N. staff assisting with treatments.

Responsible for safekeeping of drug and narcotic keys.

Observe, report and record symptoms and conditions of residents.

Responsible for maintaining accurate and complete records of nursing observations and care.

Assume responsibility for proper care of equipment used in providing care to residents.

With the team, develop and maintain up-to-date MDS Assessments, Resident Assessment Protocols (RAPS) and corresponding Resident Care Plans.

Ensure that incident/accident reports are completed with appropriate follow-up.

Assist in maintaining a physical and psycho-social environment which meets the needs of the residents.

Assist in teaching residents good health habits.

Assist in maintaining adequate standards of cleanliness.

Deal tactfully and courteously with residents, residents' families and visitors.

Identify and understand the needs of residents.

Assist with in-service education of nursing personnel, and where appropriate, assist in nursing research.

Direct and supervise the Registered Practical Nurses and Personal Support Workers.

In conjunction with the Director of Nursing, and/or assistant, prepare the nursing schedule for the unit.

Establish and maintain good working relationships with all personnel in the home.

Ensure that employees are provided with and use the appropriate equipment, materials and/or procedures required to perform the assigned duties. Ensure that all employees perform work in accordance with applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures. Ensure that appropriate action is recommended for those employees who do not work in compliance with legislation, policies and procedures.

Work in accordance with the provisions of applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures related to Occupational Health and Safety.

Perform other duties as assigned which are directly related to the responsibilities of the position.

QUALIFICATIONS

1. Must be registered with the College of Nurses of Ontario.
2. Demonstrated experience in geriatric, rehabilitation or long-term nursing desirable, or completion of a course in geriatric nursing.
3. Demonstrated ability to observe and follow adopted standards, policies, directives and orders of the College of Nurses of Ontario as they relate to the Registered Nurse.
4. Demonstrated leadership skills in planning, coordinating and supervising the work of other nursing personnel.
5. Excellent interpersonal, communication, decision-making and assessment skills.
6. Demonstrated ability to work independently and co-operatively in a multi-disciplinary situation.
7. Demonstrated knowledge of Health and Safety Act and applicable regulations as it relates to the position.

8. Experience in completing electronic documentation using PointClick Care would be an asset.
9. Demonstrated knowledge and experience with RAI – MDS is considered essential.
10. Demonstrated competency in completing computer documentation is required.