

JOB DESCRIPTION

TITLE OF POSITION: REGISTERED PRACTICAL NURSE (RPN)

TITLE OF IMMEDIATE SUPERVISOR: CARE COORDINATOR/DIRECTOR OF NURSING

JOB SUMMARY:

The Registered Practical Nurse is responsible for providing direct skilled client care. Responsibilities include developing a plan of care, providing treatments, and working collaboratively with the members of the team to help meet positive client care outcomes.

ESSENTIAL JOB FUNCTIONS/RESPONSIBILITIES:

1. Provides direct client care as defined under the scope of nursing practice as defined by the College of Nurses of Ontario while using sound judgment and critical thinking.
2. Develops and implements plan of care and treatment.
3. Provides accurate, detailed and timely documentation consistent with the plan of care and the nursing process.
4. Conducts ongoing assessments, update care plans, follow up interventions and evaluate outcomes.
5. Participates in health/therapeutic counseling, teaching and emotional support to the client, family and caregivers.
6. Observes client condition and accurately reports to the registered nurse and/or Director of Care.
7. Assesses and provides client, family and caregiver education and information pertinent to diagnosis.
8. Prepares, administers, and appropriately documents actions taken specific to commonly prescribed oral, topical, subcutaneous and intramuscular medications. Observes, reports and records adverse reactions to medications and/or treatment to the Director of Care.
9. Recognizes the need for and institute emergency measures in a rapid and appropriate manner, when indicated.
10. Participates in coordination of home health services, appropriately reporting the identified needs for other disciplines (i.e., PT, O, ST, Dietician) to the Director of Care.
11. Performs all skills, treatments and procedures competently in accordance to the provincial scope of practice and adheres to the policies, procedures and protocols of the agency.
12. Follows principles of infection control and Universal Precautions.
13. Identifies and participates in performance improvement activities.
14. Uses equipment properly and in a safe manner.
15. Ensures client's rights are adhered to. These include but are not limited to:
 - a. the right to privacy and dignity while care is being provided
 - b. the right to accept or refuse care
 - c. the right to confidentiality of their information

QUALIFICATIONS:

- Graduate of a Certified Community College Program for Registered Practical Nursing.
- Current Certificate of Competence and in good standing with the Ontario College of Nurses .
- Comply with Provincial Regulations and Federal Legislation.
- Comply with accepted professional standards of practice.
- High level of interpersonal skills.
- Certified in CPR.
- Strong clinical skills.
- Excellent customer service skills and ability to deal tactfully with clients, other team members and the community.
- Treats clients, team members and the public with courtesy and respect while presenting a positive public image.
- Empathy for the needs of the client.
- Works as a team member.
- Self-directing with the ability to work with little direct supervision.
- Licensed driver with automobile that is insured in accordance with the organizations requirements.
- Negative TB test or chest x-ray.

ENVIRONMENT, PERSONAL PROTECTIVE EQUIPMENT OR PHYSICAL DEMANDS

Environment:	Contact with clients under a wide variety of circumstances. Care provided in client's living environment with varying situations or in an institution such as a hospital. May be required to respond to emergency situations. Travel required. Position includes tasks that have the potential for exposure to blood and other potentially infectious material (OPIM) such as body fluids/tissues.
Personal Protective Equipment:	May include gloves, mask, eye/face protection, and disposable outer covering or lab coat.
Physical Requirements:	Must be able to stand walk, squat, bend, kneel, reach, twist, push and pull. Varied assistance is required depending on the ability of the client. Must be able to lift up to 30 pounds. Visual and hearing acuity required.