



Mount St. Mary Hospital Position Description

POSITION TITLE:	Registered Nurse / Registered Psychiatric Nurse	BARGAINING UNIT:	BCNU
DEPARTMENT:	Resident Care	PAYRATE:	\$31.71 to \$41.63
REPORTS TO:	Director Resident Care		

JOB SUMMARY

The Registered Nurse / Registered Psychiatric Nurse (RN/RPN) enhances the quality of life of people living at Mount St. Mary Hospital by working collaboratively and in partnership with the interdisciplinary team in the provision of resident-centered care. This includes promoting resident choices, individualized care plans, encouraging resident and family involvement in care decisions and supporting continuity and consistency of care. Utilizing an outcome-oriented approach and reflecting evidence-informed practice, the RN/RPN provides direct nursing care designed to meet the needs of residents and their families. Works in partnership with other members of the interdisciplinary team by sharing information, demonstrating and/or providing guidance on clinical care. Practices in accordance with the College of Registered Nurses of British Columbia (CRNBC) or the College of Registered Psychiatric Nurses of British Columbia (CRPNBC) Standards of Nursing Practice and the Mission and Values of the hospital.

JOB DUTIES AND RESPONSIBILITIES

1. Works collaboratively and in partnership with the interdisciplinary team to identify current potential care concerns and strengths, plans interventions; documents and performs planned interventions and evaluates outcomes, as required.
2. Provides resident-centered, direct nursing care (including wound care, dementia care and palliative care) and develops care priorities in accordance with established policies, procedures and standards of nursing practice. Modifies care as needed, initiates immediate treatment if required and communicates changes to interdisciplinary team members in a timely and appropriate manner.
3. Maintains resident records by collecting and documenting information from a variety of sources using skills of observation, communication and physical assessment to enable the provision of quality care.
4. Documents relevant observations, assessments, interventions and communications; including resident and family teaching and evaluation of care using appropriate technological tools (for example, InterRai).
5. Works in partnership with the Resident Care Team including LPNs and other interdisciplinary team members by collegially sharing information, demonstrating and/or providing guidance on clinical tasks, consulting with staff, reassigning clinical /health related tasks when necessary and providing verbal input into staff performance, when requested.
6. Communicates resident assessments and changes to Physicians, Care Leader, and the interdisciplinary team. Participates in care planning supporting decision making and resident-centered care. Attends family care conferences and medication review meetings.

7. Participates in quality improvement and risk management activities such as participating in safety audits and identifying needs for corrective action/improvements, gathering information and providing input into proposed changes to identified clinical practices, procedures, or protocols.
8. Participates in the orientation and continuing education of students and others, including LPNs, RCAs and other members of the interdisciplinary team by providing information and acting as a preceptor, mentor and support.
9. Maintains records, prepares reports, and collects statistical and quality improvement data for research and evaluation purposes including quality indicators; participates in research according to established guidelines.
10. Maintains a safe secure environment for residents and staff by following health and safety guidelines, ensuring equipment is in safe working condition, reporting unsafe, hazardous conditions and suspected resident abuse. Takes immediate action, as appropriate, to reduce / eliminate recognized safety risks and documents the incident/unusual occurrence following established procedures. Completes reports and assists with investigation and follow up as necessary. Complies with WorkSafe BC requirements including completing safety audits as assigned.
11. Performs other related duties as assigned.

QUALIFICATIONS

Education, Training and Experience:

Graduate of a recognized nursing or psychiatric nursing program. Current practising registration with the College of Registered Nurses of British Columbia (CRNBC) or the College of Registered Psychiatric Nurses of British Columbia (CRPNBC). One (1) year recent, related gerontological nursing experience or equivalent combination of education, training and experience.

Skills and Abilities:

Knowledge of nursing theory and evidence-informed practice.

Ability to apply clinical knowledge in gerontological practice.

Ability to communicate with, and work effectively with co-workers, other health care staff, physicians, residents, families and staff of outside agencies.

Ability to apply critical thinking skills, problem solve and effectively resolve conflict situations.

Ability to provide leadership and clinical guidance.

Ability to work independently and as a member of the interdisciplinary team.

Ability to plan, organize and prioritize work in a self-directed manner.

Physical ability to perform the duties of the position.