



## Mount St. Mary Hospital Position Description

<b>POSITION:</b>	Licensed Practical Nurse	<b>BARGAINING UNIT:</b>	BCNU
<b>DEPARTMENT:</b>	Resident Care	<b>CLASSIFICATION TITLE:</b>	Licensed Practical Nurse 1 – Direct Care
<b>REPORTS TO:</b>	Director Resident Care	<b>GRID LEVEL:</b>	Level 1 (Occupation Code 26001)
<b>EFFECTIVE DATE:</b>	October 2016		

### JOB SUMMARY

The Licensed Practical Nurse (LPN) 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. Maintains an environment of resident and family centered care by enabling resident choice, individualized care, and resident and family involvement in care decisions. The LPN works within the competency guidelines and full scope of practice within the Standards of Practice as outlined by the College of Licensed Practical Nurses of BC (CLPNBC) and in accordance with hospital policies, procedures, standards and protocols.

### JOB DUTIES AND RESPONSIBILITIES

1. Working independently and collaboratively as a member of the interdisciplinary care team, performs full scope of practical nursing functions for residents with stable and predictable health status. This includes activities such as assessing, planning, implementing, evaluating and documenting resident care and providing support to residents and their families.
2. Working collaboratively as a member of the interdisciplinary care team, supports the Registered Nurse in caring for residents when their condition is no longer stable and predictable or where the acuity or complexity of care requires an advanced level of knowledge and skill beyond the scope of practice for LPNs.
3. Provides direct care for residents who need palliative, dementia and chronic care. This includes nursing procedures such as medication administration, treatments, wound care and dressing changes, assessments, PCC care planning, and performing primary care duties. Evaluates outcomes of care provided, completes documentation, and communicates areas of concern and/or changes to the Registered Nurse.
4. Administers prescribed medications in accordance with MSMH Pharmacy Standards and Procedures. Receives, transcribes and processes doctors' orders in accordance with established standards and procedures. Monitors resident response to medications, documents concerns, and communicates concerns to the RN.
5. Collaborates with Resident Care Team to evaluate effectiveness of care.

6. Develops and updates the PCC individualized care plan for assigned residents in collaboration with the interdisciplinary team members.
7. Documents and updates all relevant information about care and procedures to achieve resident safety and comfort. Completes and maintains related records and documentation such as progress notes, care plans, MARs, and residents charting.
8. Reports / communicates information related to resident status to appropriate members of the Resident Care Team. Participates in Medication Reviews / preparation, family meetings and Care Conferences as required.
9. Problem-solves resident-specific issues, seeking clinical support from the RN, Clinical Resource Nurse, Care Leader, OT, Dietitian or the Director, Resident Care as necessary.
10. Acts as a resource to Resident Care Aides, and other staff as required, providing information, support and guidance to them about the resident care plan and intervening as necessary, in accordance with standards and procedures. Provides support in activities of daily living.
11. Maintains a safe, secure environment for residents and staff by immediately 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.
12. Performs other related duties as assigned.

## **QUALIFICATIONS**

### ***Education, Training and Experience***

Graduation from a recognized program for Practical Nurses and current full practising licensure with the College of Licensed Practical Nurses of BC (CLPNBC).

### ***Skills and Abilities***

Ability to communicate effectively both verbally and in writing.  
 Ability to work effectively and respectfully with the interdisciplinary team.  
 Physically and mentally able to carry out the duties of the position.  
 Ability to organize and prioritize work.  
 Ability to operate related equipment  
 Computer skills

### **APPROVED:**

V. Thompson  
 Supervisor

October 13, 2016  
 Date

M. Owen  
 Director, Human Resources

October 13, 2016  
 Date