


Job Title: Registered Practical Nurse		Department: Nursing	Reviewed: May 2007
Reports to: Charge Nurse/Director of Care	Authorized Signature:		

Job Overview

As a member of the nursing department and interdisciplinary team, the RPN participates in developing and attaining organizational and departmental goals consistent with the Mission of the facility. In the performance of work, the RPN follows the policies of the department, the Standards of Resident Care as found in the Long-Term Care Facility Manual and the Standards of Practice for RPN of the College of Nurses of Ontario.

Necessary qualification:

- Must hold a valid RPN license and be in good standing with the College of Nurses of Ontario

Preferred qualification:

- Recent experience with a geriatric population

Job Responsibilities:

Clinical

- The RPN assesses, plans, delivers and evaluates each resident's care needs and consults with the Charge nurse in the development of the resident's individual plan of care
- Carries out treatments and medication administration as assigned and ordered by physician
- Accepts responsibility for all resident care given by him/herself during tour of duty
- Demonstrates clinical competencies in promoting health and wellness in relation to resident assessment, care planning and resident response
- Communicates verbally and in writing with residents, families, friends, visitors and employees of the facility in a manner which demonstrates respect and maintains privacy and confidentiality for each resident
- Personally follows infection control policies and assists the Charge Nurse in the monitoring of other staffs' adherence to precaution guidelines

Leadership/Professional

- Safeguards the rights of each resident of the facility according to the *Resident Bill of Rights*
- Demonstrates through his/her work performance, a strong commitment to the philosophy of Long-Term Care and the Mission of the Facility
- Participates in Continuous Quality Improvement/Risk Management initiatives within the guidelines of the provision of care
- Promotes interdisciplinary team work
- Participates in the Classification process through assessment and documentation

Supervision

- The RPN has the responsibility to participate in the direct supervision of PSWs in their work and to immediately report any performance issues directly to the Charge Nurse or Director of Care
- Participates in the assignment of work tasks for PSW/HCA staff based on their job descriptions and skill competencies.