

	<p>POLICY</p>
<p>DEPARTMENT: Human Resources</p>	<p>Page: 1 of 3</p>
<p>SUBJECT : Registered Nurse RN Role Description</p>	
<p>Last reviewed: January 15, 2025</p>	<p>ISSUING AUTHORITY: Professional Practice</p>
<p>Next Review: December 10, 2026</p>	

Job Summary:

Under the guidance and direction of the Director of Care and the Policies and Procedures of the Home, the Registered Nurse (RN) assists in the planning, organizing and evaluation of the delivery of care and services to residents. The RN directs the nursing and personal care staff in the provision of nursing care and services to residents in a person centered manner, according to their identified and individualized needs and goals of care.

The RN works collaboratively with all disciplines to assess, plan, implement and evaluate needs of each resident; to ensure all resident specific needs are provided safely, documented clearly and communicated to all health disciplines. The RN provides supervision of all aspects of care and services. The RN ensures that the legislative regulations, home policies and procedures, professional guidelines and MOHLTC expectations of the Home are complied with consistently. The Registered nurse directs and oversees the safe provision of care and services to residents based on collaborative assessment and care planning.

Responsible to:

Director of Care

Responsibilities:

- To ensure the provision of quality nursing care to residents using a person-centered approach
- Fostering relationships with residents and families to ensure plan of care is resident focused and carried out.
- Managing, evaluating, and facilitating residents’ plan of care through collaboration with the resident, family members and the interdisciplinary team
- To ensure that Resident Care Plans and all documentation is complete and reflect current assessed needs of the individual and the prescribed medical regime.

- To provide nursing care in accordance with administrative policies, physician orders, established standards and nursing practice.
- Participates in interdisciplinary Resident and team conferences.
- Collaborates with Physicians and other members of the health team to review current medical care.
- Collaborate with Physicians to complete Resident Rounds
- Participates in RAI-MDS process.
- Participates in the admission process, i.e. medication reconciliation, assessments, development of initial Plan of Care and related duties.
- To Assess, plan, implement and evaluate resident care according to the nursing process and changing needs and goal of care of the individual resident.
- To identify, investigate and effectively deal with unacceptable practices and/or behaviour of staff during the performance of duties, at the time it occurs. To discuss this behaviour and/or report promptly to the Director of Care.
- To ensure the maintenance and proper usage of nursing supplies and equipment.
- To maintain inventory control as applicable.
- To participate in the planning and development of ongoing education programs for the nursing department.
- To have knowledge of FLTA, 2021, Regulation 246/22 and to interpret legislative requirements as it relates to resident care and service expectation.
- To ensure that College of Nurses (CNO) Standards of Practice is being followed consistently in the provision of resident care.
- To participate in the Quality Improvement process as appropriate
- Coordinates unit nursing with other services in the facility throughout the shift
- To maintain the control and safekeeping of drugs and narcotics.
- Ensure safe medication administration according to regulatory requirements and Braemar's policies and procedures
- Facilitates all aspects of Medication Order management, including, but not limited to transcribing orders, order entry as required, participating in nurse double check processes, re-ordering and receiving of medication into the home, according to home and pharmacy policies and procedures
- To be responsible for the daily assignments of PSW's and for call-in of relief staff as required.
- To provide guidance and direction to RPN's and PSW's relating to resident care
- To work collaboratively with the Health Care Team to ensure assessments are completed within specified time lines and there is a clear understanding of expectations.
- To ensure that all documentation standards are met.
- To ensure that any resident incidents requiring investigation/Reporting to the Ministry are reported to the Director of Care/ Administrator or delegate in specified time frames.
- To participate in the orientation of new employees.
- To monitor and report on infection control within the unit, reporting to the IPAC Lead, Director of Care and/or Public Health as required.
- To participate actively in infection control activities.
- To be responsible to know and implement procedure to be followed in case of fire, disaster or

any emergency.

- To monitor that Health and Safety guidelines are being maintained.
- Lead and support Personal Support Workers / Health Care Aides /RPN's in your home area to maximize resident care.
- Assist on the floor as required
- Other duties as assigned by the Director of Care/Administrator or delegate.

QUALIFICATIONS:

Formal:

- RN—current registration in good standing with the College of Nurses
- Current Valid C.P.R. /First Aid
- Preferred Post Graduate Education in Gerontological Nursing or related topics

Experience:

- Preferred Min one year experience in long Term Care

Personal

- Excellent time management skills
- Honest and Trustworthy
- Respectful
- Possesses cultural awareness and sensitivity
- Adaptable
- Ability to work with other departments and to show flexibility in emergency/urgent situations.
- Willingness to follow company policies, guidance documents and legislation.
- Ability to work accurately, quickly, and safely.
- Effective team player that works well with others.
- Able to work and communicate effectively with long-term care Residents, families, interdisciplinary professionals, other stakeholders and staff.

Education & Training: In addition to that listed under formal qualifications must participate in annual and ongoing training sessions relating to:

- Fire Safety
- Occupational Health & Safety Reviews
- Infection Prevention and Control
- Lifting Practices
- Abuse & Neglect recognition and prevention
- Other education and training sessions as required through the MOHLTC Legislation and regulations
- Department Specific Education programs