



JOB DESCRIPTION

Title: Registered Nurse

Summary:

The scope of practice for a Registered Nurse at St. Francis Memorial Hospital follows the definition as set out in the *Nursing Act*. It is: "The practice of nursing is the promotion of health and the assessment of, the provision of care for and the treatment of health conditions by supportive, preventative, therapeutic, palliative, and rehabilitative means in order to attain or maintain optimal function." Registered Nurses make decisions and independently carry out nursing responsibilities based on a focused body of foundation knowledge specific to them. They perform acts requiring knowledge, skill and judgment in assessing, developing, implementing and evaluating nursing care within both nursing units.

Responsibilities:

- Functions in accordance and understands their scope of practice/ controlled acts model as documented in the Nursing Act and the Regulated Health Professions Act
- Each nurse will know and meet the Professional Standards and all other Standards of the College of Nurses of Ontario and therefore:
 - Is accountable to the public and is responsible for ensuring that her/his practice and conduct meets legislative requirements, standards of the profession and hospital policies and procedures.
 - Maintains and continually improves her/his competence by assuming responsibility for his/her professional development and by participating in the College of Nurses of Ontario's Quality Assurance Program.
 - Understands, upholds and promotes the ethical values and beliefs of the hospital and the College of Nurses.
 - Possesses, through basic education and continuing learning, knowledge relevant to her/his professional practice.
 - Continually improves the application of professional knowledge by using nursing frameworks, theories and /or processes. This includes the performance of clinical skills because the technical and cognitive aspects of care are closely related and cannot be separated.
 - Demonstrates her/his leadership by providing, facilitating and promoting the best care/service to the patient/public.
 - Contributes to and participates in the hospital-wide Continuous Quality Improvement Program by assisting to implement changes as required to improve services and enhance departmental efficiency.
 - Accurately and consistently adheres to all Departmental and Hospital policies and procedures.

Principle Accountabilities:

- In addition to the general requirements of the Hospital for reliable attendance, timeliness and personal conduct and consistent with all Hospital and Department policies and procedures, the incumbent is expected to:

- Client Safety - It is everyone's responsibility to identify, reduce and manage risk. Information will be shared about potential risks and to improve services. When incidents do occur, they are identified, reported and recorded in a timely way so ongoing improvements can be made.
- Health and Safety - It is every employee's responsibility to perform work in accordance with the provisions of the Occupational Health and Safety Act and Regulations, and all SFMH policies and procedures related to Occupational Health and Safety. Staff must be fully knowledgeable of all worker responsibilities under the *Occupational Health & Safety Act*, and the Hospitals' Health & Safety plans, policies and procedures; continually demonstrate commitment to these and ensure compliance to create a healthy and safe environment for staff and self; and attend Health and Safety in-services and take action to address unsafe conditions and procedures.
- Ethics - All SFMH staff must comply with the MCCH Joint Ethics Statement Submissions
- PHIPA - Staff will uphold the ethical and legal responsibility to maintain the confidentiality and privacy of client health information obtained while providing care, in accordance with the Personal Health Information Protection Act (PHIPA).
- Code of Conduct - Staff will establish and maintain respectful, collaborative and professional relationships that include relationships with colleagues, health care team members and employers. Professional relationships are based on trust, respect and by upholding the code of conduct as set out by St. Francis Memorial.
- CQI - Staff will contribute to and participate in the hospital-wide Continuous Quality Improvement Program by assisting to implement changes as required to improve services and enhance departmental efficiency.
- Emergency Preparedness - Be fully knowledgeable of the Disaster Manual to understand the actions expected.
- Professional Standards - Maintain all necessary qualifications and certificates and ensure all professional standards and legislation requirements are met.

Practice Expectations/Guidelines

The Registered Nurse systematically assesses the health status of the individual and his/her ability to meet his /her needs.

1. In the initial and ongoing assessment the Registered Nurse uses:
 - a. A problem solving approach
 - b. Knowledge and understanding
 - c. Observation and communication skills
 - d. Records, reports and other sources of information
2. The Registered Nurse identifies the health needs of the individual
3. The Registered Nurse continuously refines and updates the assessment by using all available resources, including each contact with the individual family.
4. The Registered Nurse develops and modifies a nursing care plan based on the assessed needs of the individual and the prescribed medical regime.
5. In the development and modification of the nursing care plan the Registered Nurse:
 - a. Analyzes data
 - b. Identifies the priorities for care
 - c. Sets short-term goals which are
 - Realistic in terms of the individual
 - Congruent and consistent with the total plan of care
 - Feasible in terms of resources, time, and material
 - d. Identifies appropriate nursing action, which include preventive, therapeutic, and rehabilitative aspects of care, and provides for;
 - Continuity of care
 - An individualized teaching plan

- Involvement of the individual and family

6. The Registered Nurse in consultation with the patient performs the strategies and interventions directed by the care plan.
7. In the implementation of the nursing care plan the Registered Nurse organizes his/her work assignment:
 - a. Organizes day's assignments, setting priorities based on the individual's needs;
 - b. Plans nursing care to conserve time, energy and supplies'
 - c. Adjusts his/her day's schedule of activities to cope with unanticipated events'
 - d. Plans and organizes the care for a group of individuals during his/her tour
 - e. Completes assignments in a reasonable length of time
8. The Registered Nurse performs appropriate nursing actions:
 - a. Communicates in a goal directed manner which includes provision for teaching/learning experiences for the individual and family;
 - b. Provides for the safety and well being of the individual;
 - c. Performs the basic nursing skills
 - d. Reports and records accurately and appropriately in compliance with the policies of the employing agency
9. The Registered Nurse systematically and continuously evaluates the extent to which the individual's health needs are being met
10. In the evaluation, the Registered Nurse uses available resources, including the individual and family, to assess:
 - a. The effect of the nursing care provided, in terms of goals set
 - b. The effect of the nursing care, in terms of the individual's health needs.
11. On the basis of the evaluation, the Registered Nurse modifies the nursing care plan as required.
12. The Registered Nurse participates as a member of the health team, he/She shall:
 - a. Collaborate with other members of the health team in the planning/provision of care;
 - b. Coordinates nursing care with other aspects of health care;
 - c. Refers and reports pertinent information to other members of the health team.
13. The Registered Nurse fulfils his/her responsibilities as a member of the nursing discipline. As a member of the nursing team, the Registered Nurse:
 - a. Collaborates with the other members of the nursing team;
 - b. Delegates appropriate activities to the Registered Practical Nurse and to others who contribute to the provision of nursing care. This delegation is based on an understanding of the person's role. RPN's may engage in SFMH approved skills list, RN's must be aware of its limitations.
 - c. Provides effective supervision for the Registered Practical Nurse and for others to whom he/she delegates activities.
14. As an individual practitioner, the Registered Nurse;
 - a. Functions within the policies and practices of St. Francis Memorial Hospital;
 - b. Is aware of his/her own scope of practice and seeks help and guidance when unable to perform competently;
 - c. Is accountable for his/her own actions;
 - d. Assumes responsibilities to maintain competency by self directing educational opportunities to meet identified needs
 - e. Supports team functioning and teambuilding through co-operation with all members of the health care team.
 - f. Communicates to the Director of Patient Care Services, feedback (both positive and negative) regarding care delivery to ensure on going improvement in the quality of care delivered.
 - g. Contributes to a safe working environment.
 - h. Demonstrates an understanding of and commitment to the philosophy, mission and vision of St. Francis Memorial Hospital.

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Ethics - All SFMH staff must comply with the MCCH Joint Ethics Statement Submissions

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CQI - Staff will contribute to and participate in the hospital-wide Continuous Quality Improvement Program by assisting to implement changes as required to improve services and enhance departmental efficiency.

Emergency Preparedness - Be fully knowledgeable of the Disaster Manual to understand the actions expected.

Professional Standards - Maintain all necessary qualifications and certificates and ensure all professional standards and legislation requirements are met.

Job Relationships: Reports directly to the Medical Unit Care Facilitator and/or to the Director of Patient Care Services.

Qualifications:**All Registered Nurses**

- Current registration and a member in good standing with the College of Nurses of Ontario and maintains competence and on-going professional development through participation in the College's Quality Assurance Program
- Current ACLS certification
- 12 Lead ECG interpretation and Coronary Care

- Current BCLS certification
- Current Certification in Neonatal Resuscitation Program
- Strong clinical skills
- Excellent problem solving
- Computer skills including MS word processing, internet use and ability to easily learn program specific software
- Ability to meet physical demands of the job.

Registered Nurse - Emergency

- **As above, plus**
- Certification in Trauma Nursing Core Course
- Certification in Emergency Nursing Pediatric Course or PALS
- Emergency Nursing Certificate an asset
- 2 years of recent Emergency Room experience
- Experience to act as a clinical resource in all clinical areas

Approved By: Director Patient Care Services

Date: 2006 06 23, R 2006 11 27, R 2008 03 31, R 2011 02, 2013 02 01, R 2017 08 24