



## Position Description

<b>Job title</b>	Registered Practical Nurse (RPN)
<b>Reports to</b>	Residential Home Supervisor
<b>Core Competencies</b>	Advocating for Others Collaboration Creative Problem Solving & Decision Making Developing Others Holding People Accountable

### Job purpose

The RPN establishes, monitors and delivers nursing care to individuals in a home setting as per the collaborative care plan and in accordance with all required internal and external professional practice standards. As required, provides support and direction to Unlicensed/ Unregistered employees involved in direct care.

### Duties and Responsibilities

- Provides care and supports according to the established care plan in accordance with organizational policies and procedures, and within the scope of practice of a Registered Practical Nurse;
- Competently demonstrates knowledge, judgement, and skill when performing delegated nursing acts/procedures;
- Observes and documents client conditions and changes following proper standards and in accordance with professional and organizational standards;
- Assesses individual needs, collects and compiles data, identifies problems, develops, communicates, implements and evaluates care plans;
- Works closely with interdisciplinary team members internally and externally in the development, implementation and monitoring of transitional care and best practices;
- Understands and implements infection control practices;
- Assisting and teaching activities of daily living such as: personal hygiene, grooming, meal preparation and the use of leisure time;
- Participates in ongoing internal and/or external continuing education activities;
- Participates in quality improvement initiatives in keeping with the organizations's Quality Improvement program;
- Participates in proactive Health & Safety activities while performing all duties. Is responsible to notify immediate Supervisor of any Health & Safety risks or concerns;
- Maintains confidentiality of client and corporate information and discusses same only with appropriate Ongwanada personnel;
- Builds partnerships and collaborative relationships;
- Adheres to all Ongwanada Policies and Procedures;
- Performs other related duties as assigned.

### Qualifications

- Registered Practical Nursing Diploma;
- Current registration with the College of Nurses of Ontario;
- Demonstrated clinical competencies;
- Critical thinking and analytical skills;
- Decision making skills;
- Previous experience in community care sector;
- Positive interpersonal skills;

- Ability to communicate effectively both verbally and written;
- Incumbent must have current CPR certificate and complete re-certification as per Ongwanada standards;
  - Must successfully complete and maintain certification in Non-Violent Crisis Intervention as per Ongwanada policies; Must possess and maintain a valid G Driving License with full driving privileges;
  - Ability to meet the physical demands of the job and to work shifts;

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**Working conditions**

- Ability to meet the physical demands of the job and attend work on a regular basis;
- Ability to work rotating shifts

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SIGNATURES:

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Manager, Residential Services

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Date

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Manager-Human Resources

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Date

I HAVE READ AND UNDERSTAND THIS POSITION DESCRIPTION:

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Incumbent

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Date

<b>Reviewed: Mar 2020</b>
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