

Registered Nurse Job Description

Position: Registered Nurse

Reports to: RN / Program Coordinator

Job Function: Reporting to the RN Program Coordinator, the Registered Nurse ("RN") as part of the rehabilitative team, assumes responsibility for duties directed towards the total development and care of persons with developmental disabilities and/or complex medical needs within a 24-hour wholistic model.

Organizational Competencies

Client Focus

- Builds strong individual relations, delivers individual-centric solutions and identifies opportunities that benefit the individuals in the program.
- Assesses, develops, implements and monitors care plan for individuals with complex medical needs.
- Stays current on all relevant industry best practices and health concerns, coordinates and corresponds with other health care professionals to ensure that all health needs and additional support are addressed in a timely efficient manner.
- Communicates and consults with families and guardians on a regular basis, providing solutions and support to address their concerns and feedback.
- Supervises a team of LPN's and HCA's in terms of following their ethical and medical responsibilities.
- In conjunction with the RN Coordinator, take part in training LPN's and HCA's on nursing procedures such as Nasogastric tube feeding, G-tube feeding, Ostomy care, Wound Dressing, and other relevant procedures based on the individual's care plan.
- Performs and assists in performing procedures such as Catheterization, Suctioning, Tracheostomy Care, Ventilator support, Respiratory Assessment, Oxygen Therapy, and Parenteral Nutrition within the RN Scope of Practice.
- Liaises with Alberta Health Services and medical professionals to ensure that care plans meet the needs of each individual.
- Monitors trends associated with the individual's admittance to hospital. Adjusts care plans as required and coordinates with other multi-disciplinary teams to ensure overall health and wellness of the individual is maintained.
- Communicates with other health care professionals regarding care plans for individuals
- Communicates and consults with families and guardians on a regular basis, providing solutions and support to address their concerns.
- Supports medical procedures for individuals as directed, including but not limited to, wound dressing, G-Tube feeding, Ostomy care, etc.
- Supports individual assessments by following proper procedures.
- Ensures individual programs/activities to are balanced and focused on URSA's wholistic approach. This includes socialization, leisure, recreation, communication, and vocation areas based on individual specific needs.
- Arranges transportation needs for the individuals for community activities along with the RN/Program Coordinator.
- Stays current on all individual health concerns, ensuring proper procedures are followed.
- Assists with individual personal care in the following areas, but not limited to bathing, toileting, catheter care, changing, grooming, feeding, and dressing.

- Administers medication and provide personal care in accordance to URSA standards and following individual care plans and physician's directives.
- Administers minor health care to individuals according to established Agency procedures.
- Reviews team recommendations for specific equipment/clothing for the protection and health care of the individuals we serve.
- Completes daily temperature checks as per URSA policy.
- Promotes staff/individual health and safety by using proper lifting and moving techniques and equipment.
- Creates an environment where parents and guardians are trained and coached to address the medical needs and care of their children.

Ensures Accountability

- Stays current on all relevant industry best practices and health concerns, ensuring proper procedures are followed by team members and identify when additional consultations need to occur with external health care providers.
- Holds self-accountable to meet deadlines, complete proper paperwork, follow URSA standards, and complete assigned tasks.
- Acts with a clear sense of ownership and takes personal responsibility for decisions, actions and failures.
- Attends scheduled meetings and look for opportunities to be involved in other agency committees.
- Acts as a positive role model for co-workers, families and individuals.
- Maintains confidentiality and adheres to the agency Ethical Code of Conduct and that of any professional associations.

Situational Adaptability

- Adapts approach and demeanor in real time to match the shifting demands of different situations.
- Picks up on situational cues and adjusts in the moment, recognizing that different situations call for different approaches.
- Supports light housekeeping, meal preparation, and household maintenance as required.
- Completes additional tasks as assigned.

Values Differences

- Recognizes the value that different perspectives and cultures bring an organization.
- Contributes to a work climate where differences are valued and supported, and people are encouraged to do their best.
- Develops a positive, professional rapport with all staff, students and volunteers.
- Is inclusive when working on projects and communicating with co-workers and individuals.

Position Competencies

Decision Quality

- Considers relevant factors and uses appropriate decision-making criteria when necessary.
- Consults with your co-workers and RN/Program Coordinator when making decisions that impact the individuals.
- Displays good judgement by acting with URSA processes and policies.
- Takes the lead on medical decision making when the RN or RN/Program Coordinator is not present.
- Takes the lead in emergency situations as required.

Resourcefulness

- Secures and deploys resources effectively and efficiently.
- Orchestrates multiple activities simultaneously to accomplish a goal.
- Seeks out opportunities that would support the individuals to meet milestones.
- Supports training of other team members.

Collaborates

- Provides support and guidance around medical concerns or task to co-workers as needed.
- Participates in interdisciplinary training and conferences.
- Helps orientate new URSA team members.
- Gains trust of co-workers and individuals
- Supports and partners with co-workers to complete tasks and support the individuals
- Works cooperatively with co-workers across URSA

Note: A RN may be required to perform duties and responsibilities included, but not limited to, this job description.

Position Qualifications

An RN possess a minimum of 2 years relevant experience working with individuals with disabilities and completion of related post-secondary education. An RN must be proficient, up-to-date, and flexible in the current areas:

- Maintains current RN permit with CARNA in good standing.
- Maintains Basic Life Support for Health Care Providers certification.
- Medication Administration certification and med practicum
- Be willing to be an approved URSA designated driver
- Obtains and maintains a Class 5 Drivers License
- Provides proof of \$2,000,000 liability insurance.
- Provides cleared criminal background check and child intervention check
- Uses proper lifting and moving techniques and available equipment