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JOB POSTING DETAILS

Employer	Algoma Manor Nursing Home (Algoma Manor Nursing Home)	**Job Type**	RI
Job Title	RN - Registered Nurse - Algoma Manor Nursing Home	**Duration**	NA
Job ID	2978	**Location**	Thessalon, ON
Date Posted	August 17, 2021	**Closing Date**	September 30, 2021

Job Overview - Description & Duties

Algoma Manor Nursing Home strives to provide quality care through innovative teamwork in a warm nurturing home where residents can be themselves. As a Registered Nurse you will provide direct nursing care to patients, deliver health education programs and provide consultative services regarding issues relevant to the practice of nursing.

The Registered Nurse is accountable for the assessment and planning of resident care needs, delivery of skilled procedures, medication administration and documentation in accordance with quality management, legislative requirements and the organization standards.
As a valued member of the team, the Registered Nurse demonstrates a commitment to resident safety by providing quality care in accordance with the organization's vision and mission.

RESPONSIBILITIES:
- Provides for nursing care in accordance with established policy, physician's orders, the resident plan of care, and within the scope of practice of a RN.
- Utilizes sound nursing practice principles, the RN will ensure delivery of excellent nursing and personal care in the assigned home area(s).
- Coordination of activities necessary to operate the nursing care unit economically and efficiently and in compliance with applicable legislation.
- Assists with the development and implementation of policy statements and guidelines that reflect the philosophy of the Home.
- Provides appropriate and timely reports to the Director of Care.
- Liaises with Ministry of Health Compliance Advisors and Consultants, social workers, physicians, psychiatrists, the Coroner and appropriate health care facilities.
- Responsible for assessing, planning, implementing and evaluating nursing care to meet the physical, psychological, emotional, spiritual, cultural and social needs of the residents.
- Demonstrates a professional working knowledge of all equipment used in the delivery of nursing care.
- Identifies issues to ensure an adequate inventory of nursing supplies at all times.
- Interprets the services of the home, where necessary, to the public, residents, visitors, team members and volunteers.
- Ensures a timely and accessible admission for the residents including a comprehensive orientation to the home and the services offered within the home.
- Participate in the homes sustainable RAI MDS 2.0 model. Will complete the assigned RAI MDS 2.0 assessment cycle per resident as directed and required.
- Ensures that resident transfers and discharges are timely and safe.
- Ensures the supply, control and safe keeping of drugs and narcotics, ensures protocols are followed on all assigned shifts.
- Responsible for safekeeping of drug and narcotic keys in accordance with professional standards and organization policies.
- Participates in in-services and education of other nursing team members and team members in other departments as required.
- Acts as a role model for nursing team members performing within the professional guidelines of the College of Nurses of Ontario and in accordance with relevant legislation such as the Long Term Care Standards and the Nursing Act.
- In consultation with the resident/family, systematically collects data about the needs and health status of the resident for initial

screening and for ongoing assessment in order to determine nursing diagnosis.
- Develops and maintains, in collaboration with members of the health care team, an individualized plan of care for each resident.
- Identifies priorities, target dates and strategies and interventions in order to contribute to the individualized care plan that achieves the best possible outcomes for each resident.
- Respects resident autonomy by involving residents in their own plans of care on an ongoing basis.
- Validates the plan of care, goals and objectives with the resident/family
- Collaborates with the inter-professional team in the planning, provision and evaluation of care.
- Fosters effective interpersonal relationships within the therapeutic communication guidelines established by the College of Nurses.
- Provides effective guidance and leadership for the Registered Practical Nurse (RPN) and the Personal Support Worker (PSW).
- Ensures that documentation standards are reflected in the resident's chart.
- Is actively involved in the development of, and compliance with, set protocols, programs, policies and procedures for the department.
- Teaches RPNs and PSW/HCA's in relation to new skills, team teaching by sharing knowledge among peers, acts as a resource person in areas of specialization, and provides follow-up and support for educational programs offered.
- Coordinates activities on the unit by actively participating in the inter-professional Care Planning meetings regarding resident/family needs.
- Liaises with other disciplines to ensure that a holistic, resident centered approach to care is upheld.
- Reinforces and works towards achieving goals and objectives established by the Director of Care and the multidisciplinary care team.
- Participates in the unit programs (i.e. quality assurance, back education, infection control, etc.) and the accreditation process.
- Contribute to the professional development of others by acting as a role model, preceptor and mentor.
- Effectively participates in conferences with the interdisciplinary team providing care to the residents.
- Liaises with medical team members, nurse specialists, and consultants and supports effective clinical care for all residents.
- Conducts ongoing communication with families to inform them of changes in resident health status.
- Knows and interprets MOHLTC legislation, regulation and process.
- Provides leadership for all components of resident care in the absence of the ADOC or designate.
- Initiates the emergency plan as necessary.
- Responds to all emergencies immediately; acts as the emergency manager until relieved by the ADOC, DOC or Administrator.
- Ensures the safety of all team members and residents in the home during the assigned shift.
- Work in accordance with the organization's Health and Safety Policies and Procedures and in compliance with the Occupational Health and Safety Act.
- Perform other duties as required.

Required Skills

QUALIFICATIONS:
- Current registration as a Registered Nurse with the College of Nurses of Ontario.
- Minimum of two years related clinical experience (experience in rehabilitation or long-term care nursing preferred).
- Successful annual completion of RAI MDS certification as per Ministry of Health requirements for AIS.
- Sound knowledge and background in geriatric, rehabilitation or long-term care nursing including activation, activity programs, nursing and personnel administration.
- Knowledgeable with respect to the nursing process, developments and current trends in the geriatric care field.
- Knowledge of the requirements of the Nursing Homes Act and Regulations, the appropriate sections of the Health Disciplines Act, Occupational Health and Safety Act, Pharmacy Act, Food & Drug Act and other pertinent Federal, Provincial and Municipal Statutes which influence the operation of the Caregiving Centre and more specifically the nursing department.
- Proficiency with WORD, email, internet use and computerized documentation.
- Effective verbal and written English communication skills required.
EDUCATION:
- Bachelor of Science - Nursing (BScN), Bachelor of Nursing (BN), or equivalent.
- Current AIS Certification
- Certificate in gerontological nursing preferred.
- Current Basic Cardiac Life Support (BCLS) certification.

WORKING CONDITIONS:
- Interaction with male and female residents of all ethnic and cultural backgrounds;
- Combination of natural light and fluorescent lighting;

- Exposure to the elements (external building and property);
- Exposure to variable temperatures both hot and cold;
- Lifting alone and with assistance;
- Pushing/pulling content;
- Crouching, kneeling, stooping/bending for short periods of time;
- Walking and climbing stairs frequently;
- Standing for long periods of time;
- Engagement and/or exposure to various therapy programs focused on providing residents with the highest quality of life in our Homes including but not limited to pet therapy, spiritual events and musical therapy.

Other Requirements

NA

How to Apply

Interested applicants can email their resume to: Pamela.ficociello@algomamanor.com

We thank all that apply, however, only those selected for an interview will be contacted. All applicants must be legally entitled to work in Canada on a permanent basis.

CONTACT INFORMATION

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