

Registered Nurse, Fundy Nursing Home

We are currently recruiting for Registered Nurses for Fundy Nursing Home, Black's Harbour, NB. We have **two full-time positions** available but will also **consider any requests for permanent part-time or casual.**

JOB PURPOSE:

As a member of an interdisciplinary team, you are expected to provide the highest standard of care to residents and their families, and to perform the duties assigned with integrity, dependability and respect. This position involves responsibility for providing leadership and direction to and supervision of staff; coordinating activities to ensure appropriate care is provided. Work is performed relatively independently in the daily planning, organizing, delegating, coordinating and evaluating of optimal nursing care. Works under the direct supervision of the Director of Nursing (DON).

QUALIFICATIONS:

- Successful completion of a Bachelor of Nursing or equivalent.
- Active registration with NANB or eligible for registration.
- Written and spoken competence in English required
- Previous experience working in geriatrics is an asset

KEY RESPONSIBILITIES:

Organizational:

- Understands nursing home philosophy and mission, and conducts work in a consistent manner.
- Conducts work according to the nursing home's policies and procedures.
- Utilizes nursing home's resources, such as supplies and equipment, appropriately and safely.
- Communicates with the DON on any successes and issues encountered in the workplace.

Nursing Care:

- Conducts work consistent with professional responsibilities, ethical, legal guidelines and standards of practice.
- Applies nursing process within established scope of practice by developing and coordinating the care provision to residents.
- Conducts, communicates and documents resident assessment as appropriate.
- Conducts diagnostic tests and therapeutic interventions as appropriate.
- Assigns and supervises care staff interventions, ensuring the resident care is documented and evaluating if objectives of care are being met.
- Uses the Case Management Process, and coordinates service with all departments and referral agencies to effectively meet the resident's physical, emotional and social needs.

Leadership:

- Protects and promotes resident and staff rights, acting as an advocate on their behalf.
- Leads team in the development of plans of care according to resident goals of care.

- Resolves personal conflict and work issues, reporting related information to DON and within the Appraisal System, and seeking support from management as required.
- Implements policies and procedures related to continuous quality improvement.
- Provides continuous education to residents, families and staff as appropriate.
- Assists the Director of Care (DON) in the evaluation of nursing services while introducing new methods, techniques, and programs for the improvement of nursing care.
- Develops or participates in orientation programs for new personnel and residents.
- Carries out other management responsibilities from time to time as assigned by the Director of Nursing (DON) or Executive Director.
- Participates in educational and in-service training events, staff meetings, and other team events.

Health and Safety:

- Acts in the charge role and follows policies and procedures of the nursing home when an emergency occurs.
- Participates in the revision, maintenance and implementation of current facility policies and procedures for safety, disaster, fire plans, infection control and other programs required of the nursing home.
- Holds a thorough knowledge of and is able to demonstrate, teach and supervise the safe use and care of supplies and assigned equipment required in the provision of resident care.
- Promotes a positive, safe and clean environment for the residents and care team, participating and promoting wellness initiatives, including Back in Form, Stretch, and other health and safety training.
- Enforces all policies and procedures are followed within the care department and other departments including housekeeping, laundry, and dietary.

Operational Support:

- Promotes effective communication on the unit to ensure safe and effective resident care.
- Facilitates team work on the unit, between departments and with external partners.
- Participates in the development, implementation and evaluation of Continuous Quality Improvement (CQI) programs.

Additional Responsibilities:

- Related duties will be assigned in accordance with the NANB standard scope of practice for Registered Nurses.

Title: Registered Nurse

Status: Full Time, Part-time or Casual

Hours of Work: Shifts including days, nights, holidays and weekends.

Salary: As per the NBNU contract

Location: Fundy Nursing Home, Black's Harbour, NB