

## **Kennebec Manor- Registered Nurse - Full Time and Casual**

THE KINGS WAY LIFECARE ALLIANCE IS HIRING-

Kennebec Manor in Millidgeville is seeking a Registered Nurse to join our team! This is a full time, night position. We also have casual hours available.

If you have a passion for enriching the lives of seniors, and knowledge of dementia care practices and an understanding of person directed care, we would like to meet with you!

As a member of our team at Kennebec Manor Inc, you would be joining a group of dedicated people who are committed to creating an environment that promotes the well-being of all, works to eliminate loneliness, helplessness and boredom, and where decisions are made by those who live here or those closest to them.

We believe in the value of person-directed care. This is why we have chosen to weave the Eden Alternative Philosophy and Principles deeply within our organization. We are a community where becoming well-known and developing close and caring relationships matter.

Our elders live in a community where animals, plants and children are part of our thriving environment.

If you would like to be part of a dynamic caring team that focuses on giving purpose and meaning to every life, please send a cover letter and resume via fax or email

Attn: Tammy Allaby

[tammy.allaby@kwlifecare.ca](mailto:tammy.allaby@kwlifecare.ca)

P (506)632-9628 X3120

F (506)658-9376

Applications also available online:

<http://thekingswaylifecarealliance.ca/join-our-team.html>

475 Woodward Ave  
Saint John, NB E2K 4N1

**Category:** Care

**Original Date:** March 2010

**Policy:** Nurse Supervisor

**Revision Date:**

**Number:**

**Review Date:**

**Issued By:** Director of Care

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**POSITION:** Nurse Supervisor

**CLASSIFICATION CODE:** RN3

### **PURPOSE OF THE POSITION**

The RN supervisor shall be committed to supporting implementation of the “Eden Alternative™” by surrendering institutional routines and creating a habitat for living based on Kennebec Manor’s organizational vision, mission and values as well as the “Eden Alternative™” .

The Nursing Supervisor shall oversee resident care with the aim of alleviating the three plagues of loneliness, helplessness, and boredom based on Kennebec Manor’s organizational vision, mission and values as well as the “Eden Alternative™”

The Nurse Supervisor shall direct care for the residents of Kennebec Manor.

The Nursing Supervisor shall be committed to creating a culture of safety for all.

### **REGULAR DUTIES AND/OR RESPONSIBILITIES**

**Provides leadership in resident care with the aim of alleviating the three plagues of loneliness, helplessness, and boredom:**

Receives shift report, plans, organizes and discusses assignments with staff members.

Provides guidance and leadership to staff in the performance of their duties.

Supervises and directs activities on the assigned shift.

Builds a positive work environment and encourages teamwork.

Demonstrates effective delegation of skills during periods of increased resident activity.

Participates in assessing, planning, performing and evaluating resident care.

Demonstrates creative and innovative approaches in planning resident care.

Ensures that all staffs are practicing within their scope of practice and according to their level of competency.

Oversees the LPN in administering medications and their maintenance of an accurate record of treatments performed.

Leads the neighbourhood team to alleviate the three plagues of loneliness, helplessness, and boredom.

Ensures that all staff members are practicing within their scope of practice and according to their level of competency.

Completes resident bedside audits and other quality assurance measurements.

Completes performance reviews according to established organizational policy.

Assumes responsibility for staffing after hours and in the absence of the Director of Care.

Assists in the orientation of new employees or students from learning institutions.

**Maintains the resident's environment with the aim alleviating the three plagues of loneliness, helplessness, and boredom:**

Involves the resident in organizing the environment to accommodate personal choice and independence within the context of safety.

Requests and accommodates resident's individual choices whenever possible.

Acts as a resident advocate.

Directs care ensuring proper Back in Form (BIF) techniques. Follows the resident pictogram.

Follows Back in Form (BIF) policies and procedures at all times to maintain safety and security of residents and staff.

Wears safety equipment and personal safety devices and clothing required by regulations and his / her employer.

**Communicates Appropriately:**

Treats residents with empathy, dignity and respect at all times.

Uses a positive and respectful tone of voice when conversing with residents, families and staff.

Maintains confidentiality as outlined in the confidentiality agreement.

Maintains positive public relations with residents, families and the community.

Partners effectively with co-workers.

Maintains discretion regarding confidential matters and information, in accordance with facility policies.

Reports and documents all accidents immediately, investigates all accidents fully and advises Director of Care on prevention of similar occurrences in the future.

Completes incident reports in a timely, accurate manner when necessary and reports incidents to the appropriate Supervisor.

Demonstrates a positive working relationship with all staff.

Communicates supply requirements in a timely fashion.

### **Maintains required skills and knowledge**

Maintains relevant experience and competence.

Attends and participates in in-service lectures, discussions or meetings, as required.

Reviews, understands, and complies with organizational policies and expectations, safe work practices, procedures and rules.

Maintains currency with respect to all new policies and procedures.

Understands and participates in the Back In Form (BIF) Program as well as the Occupational Health and Safety Act and Regulations.

Participates in ongoing safety education programs on all equipment and materials.

Maintains appropriate knowledge and experience in emergency preparedness.

Committed to continuous professional development.

### **EQUIPMENT AND SUPPLIES USED**

All equipment and supplies required for the care of the residents.

### **WORKING CONDITIONS**

This position requires short distances in the Nursing Home. Regular use of stairs is required. Requirements of an office setting, including keyboarding. The ability to lift up to 50 pounds without assistance as well as assisting another individual in lifting above 50 pounds is required.

### **SUPERVISED BY**

Director of Care

### **WORKERS SUPERVISED**

All Care and Support staff

### **QUALIFICATIONS**

Embraces the mission, vision, values and Eden Alternative philosophy of the organization.

Graduate of an approved School of Nursing and/or Baccalaureate degree in Nursing.

Nurse registered in the province of New Brunswick

Maintains current licensure with NANB

Adheres to the NANB Standards of Care and Code of Ethics in their professional practice.

Effective interpersonal/communication skills which include verbal, non-verbal, written and basic computer skills.

Ability to relate to the elderly, and clients who are mentally and/or physically challenged/impaired.

Demonstrates an ability to identify and solve problems, use initiative and sound judgment to reach quality decisions.

Ability to demonstrate leadership and flexibility.

Predictive index within parameters of profile;

Physically able to perform assigned duties.

Ability to communicate effectively with residents, families, staff, health care personnel and visitors.

High regard for confidentiality.

Neat and clean in appearance.

Good previous work and attendance record.