

Title: **Registered Practical Nurse**  
Department: **Nursing**  
Approved By: **Senior Management Committee**  
Date Approved: **July 20, 2009**  
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## **POSITION SUMMARY**

The Registered Practical Nurse (RPN) at Fairhaven is responsible for assisting in the functioning of one or more resident home areas, resident care, staff and surroundings within their scope of practice. The RPN can practice independently only in situations where the outcome is predictable, and the risk is low. The RPN consults with the Registered Nurse (RN) in all other situations.

The Registered Practical Nurse demonstrates competence at the current level of knowledge for their practice, seeks help and guidance when unable to perform competently, refrains from practicing beyond their competence, and is accountable for their own practice.

## **RESPONSIBILITIES**

1. Applies current knowledge regarding resident needs, principles of gerontology, nursing care and general health maintenance and promotion.
2. Demonstrates accountability for their actions and decision making with respect to the provision of resident care.
3. Practices competently within legislated standards as set by the College of Nurses and in compliance with Fairhaven policy.
4. Provides ongoing assessment of resident health status using evidence-based knowledge and best practice guidelines.
5. Provides information to the Registered Nurse for the development and modification of current, individualized nursing care plans. Complete RAI MDS assessments within legislated timeframes set by Ministry of Long-Term Care.
6. Identifies indicators of risk to resident health and reports concerns to the Registered Nurse.
7. Participates in resident care conferences as required.

8. Provides direct nursing care on one or more resident home areas as defined by the Standards of Nursing Practice (CNO).
9. Monitors and provides guidance to PSWs in the provision of nursing care within assigned work areas.
10. Communicates effectively as team leader in a respectful manner with residents, family, members of health care team and staff of Fairhaven.
11. Documents all aspects of resident care as per CNO guidelines and Fairhaven policy.
12. Demonstrates self-awareness in realistic appraisal of personal practice, identifying strengths, weaknesses and plan for professional development.
13. Maintains a safe and orderly resident home area(s) environment ensuring adequate supplies are available.
14. Participates in other work related duties as assigned by the Registered Nurse and the Nursing Leadership team.
15. Maintains a positive and harmonious relationship with all members of the Fairhaven community.
16. Participates in Annual Education and in-services.
17. Adheres to infection prevention and control program requirements.
18. Ensures that all activities are carried out in a manner to reduce risk of injury to residents and staff.
19. Participate in Fairhaven's Quality Improvement Initiatives.
20. Implement a safety culture within areas of responsibility by ensuring residents and staff comply with regulations related to the Ontario Occupational Health and Safety Act, Fairhaven's Health and Safety policies and procedures, as well as other governing bodies.
21. Perform all other duties as assigned.

### **ENVIRONMENTAL FACTORS**

- Exposure to plants, perfumes, cleaning agents, dust, etc.
- Conflict management
- Unpredictable behaviours
- Exposure to communicable diseases
- Emotional impact of dealing with residents with deteriorating conditions
- Frequent non-routine job demands

### **REVIEW AND EVALUATION**

A written performance appraisal will be completed by the Resident Care Manager prior to the end of the incumbent's probationary period, and bi-annually thereafter.

If a need is evident, an appraisal will be done more frequently.

### **REPORTING RELATIONSHIP**

Reports to the Registered Nurse and the Resident Care Manager.

### **QUALIFICATIONS**

- Registered Practical Nurse
- Current Certificate of Competence, College of Nurses of Ontario (to be verified at time of hire and annually)
- Long-Term Care experience is an asset
- Certificate in Administration of Medications (if not included in the RPN course)
- Effective interpersonal skills (conflict resolution) organization and multi-tasking skills, while dealing with stressful situations and challenges
- Demonstrates leadership skills
- Successful completion of annual AIS testing
- Able to fulfil the physical demands of the position