

Job Description – RN

Place of Employment: Client homes, work sites outside of the client home as required and other work sites as required Stay in Home Care, Inc. management.

Accountable to Stay in Home Care, Inc. Administrator or Manager.

Job Summary: The RN is a front line position acting as a representative of Stay in Home Care, Inc. and providing the services offered by the company. The RN duties are not limited to those listed as the position has a wide scope of duties at times dependent on the client and always under the auspices of the company. The RN will mostly work independently of co-workers or supervisors and therefore must balance good judgement and initiative along with the policies of the company. It is the responsibility of a staff Registered Nurse to perform routine treatments and services in the delivery of care to the residents. A RN must serve as a staff nurse, and at times, a charge nurse on the floor and irresponsible for daily work assignments of the LPN's, nursing assistants and caregivers. An RN will provide information for the valuations of nursing assistants and LPN's concerning performance appraisals and in educating, consoling, or listening to families and clients.

It should be noted that emphasis is for the RN to involve the client in the care program to help provide the client with the basic standards of healthy living as follows:

- Physical Activity
- Mental Stimulation
- Personal Contact
- Nutrition
- Relaxation
- Humour

Work Hours: This position may require various shifts at various times (including nights, weekends, and sleep-over) in one or more work sites.

Duties: The following list of duties is a guideline of possible duties to be performed independently or as a group of duties in the course of working with the client. The RN's duties are not limited to those listed.

1. Is aware of areas that make residents subject to abuse and prevents such abuse.
2. Maintains open lines of communication among the nursing shifts, and departments, supervisors, and families.
3. Is aware of safety issues and strives to accomplish all responsibilities in a safe manner, consistently reinforces good safety attitudes and practices displayed by other staff members.
4. Controls, prepares, and administer treatments and medications with knowledge of purpose and adverse effects of the nursing care provided.
5. Functions as a knowledgeable and supportive committee member to all staff.
6. Complete all documentation for assessments, observations, planning evaluation, orders by physicians and care provided to clients.
7. Utilize professional assessment skills to identify physical, mental, and psychosocial needs of residents, patients and is able to develop a care plan to meet these needs in a multi-disciplinary approach.
8. Functions in a supervisor capacity as assigned for the completion of a residents and patients care, employee's guidelines and disciplines, and maintenance of a positive environment.
9. Functions as a resource person and mentor to peer and subordinates to maintain professional nursing standards.
10. Acts on clients behalf to assure patient rights and is aware of and prevents residents' abuse.

Qualifications:

1. Current certificate in standard first aid and CPR.
2. Current RN license in this state, or permit to practice.
3. Able to supervise (instruct, assign work, etc) caregivers, Certified Nursing Assistants, and LPN's.
4. Valid driver's licence and reliable transportation
5. Ability to work independently.
6. Excellent communication and listening skills.
7. Compassionate, patient and caring nature.
8. Able to work in a stressful environment.
9. Must be physically and mentally fit to handle the demands of care giving.

General Notes:

The RN will be required to maintain a safe working environment for themselves and their clients. There may be emergency situations where the RN will have to react quickly with sound judgement. The scope of duties described in this document may not include all duties to be performed by the RN and is subject to change.

Manager or Supervisor's Signature

Employee's Signature

Date

Date