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### **INTERNAL AND EXTERNAL POSTING**

<b>POSTING:</b>	<b>BCNU Posting 004B23</b>
<b>STATUS:</b>	<b>Casual</b>
<b>CLASSIFICATION:</b>	<b>(21001) Registered Nurse</b>
<b>WORK AREA:</b>	<b>Central City Lodge</b>
<b>EFFECTIVE DATE:</b>	<b>TBD</b>
<b>HOURS:</b>	<b>0700-1900 / 1900-0700</b>
<b>SALARY:</b>	<b>\$41.52 – \$59.52 per Hour</b>

#### **JOB SUMMARY:**

*Providence Living is a non-profit Catholic-sponsored health care organization focused on long-term care, assisted living, housing, and other community services to support residents and their family members. We are committed to re-imagining the resident experience, and to creating communities and fostering a culture where residents are empowered to make decisions that affect their quality of life.*

Reporting to the Clinical Nurse Leader or designate, works collaboratively with the care team to support residents in establishing and maintaining a pleasant, safe and homelike atmosphere in the designated household by providing nursing care within a collaborative interdisciplinary clinical team in accordance with the British Columbia College of Nurses and Midwives (BCCNM) Standards of Practice. Assesses, identifies, plans, implements and evaluates the nursing care required to assist residents in meeting their physical, social, spiritual and psychological needs using an established framework for nursing practice. As a primary caregiver within a household and neighbourhood or residence, functions as a role model and supports other team members by incorporating individual and/or group teaching into the care plan and nursing interventions, making referrals to other identified resources, or collegially sharing information and demonstrating procedures. May provide work direction to assigned staff.

All staff have a part to play in preventing adverse events and in promoting safety for residents and staff by being aware of and adhering to all policies and procedures including promptly reporting any risks or safety concerns relating to resident or staff safety.

Services at Providence Living are guided by our Mission, Vision, Values, and Ethical Framework. All employees are expected to demonstrate respect for the safety and dignity of all residents, staff and volunteers. Every employee makes a vital contribution to our Mission of providing care with compassion, by exemplifying our core values of respect, excellence and compassion in their work and demonstrates Indigenous Cultural Safety, cultural humility and anti-racism principles.

#### **QUALIFICATIONS:**

##### **Education and Training:**

- Current practicing registration as a Registered Nurse or Registered Psychiatric Nurse with the British Columbia College of Nurses and Midwives.
- Gerontology Certificate from an accredited program or demonstrated equivalency.
- One (1) year recent, related experience in gerontological services comparable to those provided by Providence Living Society.

##### **Skills and Abilities:**

Demonstrated knowledge of:

- Principles of palliative care
- Depression, dementia and delirium
- Current pain management theories
- Competency and guardian legislation
- Cardiopulmonary Resuscitation (CPR) and Basic Life Support (BLS) procedures
- First Aid
- Demonstrated ability to provide nursing care to residents, families and/or groups in a professional manner, consistent with nursing and administrative policies, standards, procedures and regulations in the following areas:
  - Functional and physical assessments as part of the nursing assessment of older clients
  - Performing CPR and BLS procedures
  - Teaching health and aging
  - Ability to monitor and guide the care provided by Household/Resident Care Aides in a team environment
  - Effective oral and written communication skills
  - Effective interpersonal skills demonstrated through successful collaboration with an interdisciplinary team, community resources and with family members
- Physical ability to carry out the duties of the position

## **DUTIES**

1. Assesses individual residents/families or groups of residents/families, identifying self-care requisites, key wishes and their interrelationships. Reviews patient/resident chart and other information such as completed questionnaires, consultations with peers and other health care team members, and notes from interviews with patient/resident and family members.
2. Uses clinical judgement and evidence-based practice, plans individualized resident care within established standards and guidelines. Re-establishes nursing care priorities and nursing interventions as warranted by changes in resident conditions or changes in overall resident community workload.
3. Implements and monitors resident's care plan. Records observations and reports issues and /or changes in resident condition to designated staff. Evaluates resident outcomes and revises care plan based on evaluation as required.
4. Provides nursing care according to identified policies, procedures, and protocols and PL standards. Contributes to the development, evaluation and revision of those policies, procedures and protocols as required.
5. Documents information including assessments, plan of care, patient/resident status and progress and discharge plans in a manual and/or computerized environment.
6. Assesses the learning needs of residents and their families considering their readiness and ability to learn. In consultation with other health team members, provides educational and resource materials to residents and families, incorporating individual and/or group teaching activities using available learning resources, and/or makes referrals to other identified resources.
7. Provides direction to other staff such as Household/Resident Care Aides in their application of basic care such as transfers and treatment and in following residents' daily routines. Facilitates effective teamwork through the collegial sharing of information, demonstrating and/or providing guidance on related tasks, providing incidental or ad hoc input into staff performance, ensuring staff are aware of assignments, and re-assigning clinical/health-related tasks as required.
8. Initiates referrals and liaises with hospital and community resources (such as social worker, dietitian, community health agency, etc.) in the implementation of resident care and discharge planning.
9. Acts as a resident advocate, consulting and collaborating with residents, families and other health care team members.
10. Understands the responsibilities of the Clinical Nurse Leader and the designated in-charge RN and effectively supports their role in creating resident-centred care within households, neighbourhoods and communities.
11. Effectively models, and mentors others in, the interpersonal skills and behaviours associated with the Home for Us philosophy of care while participating in activities to best meet residents' needs, and care and/or quality management committees. Acts as a resource for new staff, students, co-workers and health team members.

12. Supports nursing research through methods such as identifying areas for possible clinical nursing research projects, adapting research to practice, and participating in approved research activities and projects to enhance nursing practice.
13. Participates in and attends in-service presentations and other educational programs as required.
14. Initiates appropriate actions for potential or actual emergency situations in accordance with established protocols.
15. Performs other related duties as assigned.

**This posting will remain open until successfully filled.** Please apply in writing to the Department of Human Resource Services using Application for Internal or External Vacancy Form.

Applications and resumes may be submitted to Job Posting mailbox or to [hr@providenceliving.ca](mailto:hr@providenceliving.ca)

Thank you.  
Human Resource Services

DATE: May 9<sup>th</sup>, 2023  
Posting #: 004B23

**Human Resources**  
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