



BROADMEAD

Care Society

*Excellence in Care for
Veterans and Seniors*

POSITION DESCRIPTION

Lodge Nurse (RN or RPN)

Broadmead Care Society

POSITION TITLE:	Night Lodge Nurse (RN or RPN)	POSITION NUMBER(S):	
DIVISION: (e.g., Division, Region, Department)	Resident Care Department		
UNIT: (e.g., Branch, Area, District)		LOCATION:	Victoria
APPROVED CLASSIFICATION	Nurse 4	CLASS CODE	
SUPERVISOR'S TITLE:	Team Leader	POSITION NUMBER	
SUPERVISOR'S CLASSIFICATION:	Nurse 7	PHONE NUMBER:	

PURPOSE OF POSITION

The Lodge Nurse works under the administrative supervision of the Team Leader. The night Lodge Nurse acts as Nurse in charge on night shift and provides nursing care to residents in collaboration with Licensed Practical Nurses, Health Care Worker's and other health care providers within a multidisciplinary team.

The night Lodge Nurse carries out nursing functions related to the safe care of clients and residents of the Broadmead Care Society, including providing clinical direction to the Health Care Workers and delivering direct care to residents, in accordance with the Professional Standards of Practice for Registered Nurses of BC and the Mission and Vision of the Broadmead Care Society.

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

1. Identifies resident/family's actual and potential strengths and limitations including physiological, psychological, socio-cultural and spiritual needs.
2. Contributes to the development and modification of the individualized resident care plan, including providing input into inter-disciplinary care planning meetings and resident/family conferences.
3. Performs nursing care and procedures and evaluates outcomes. Evaluates, processes and implements doctor's orders. Administers medications to assigned residents according to Lodge policies and procedures.
4. Participates in admissions, discharges and transfers of clients/residents according to Lodge policies and procedures.
5. Accurately documents and updates all relevant information about client/resident care and procedures to achieve client/resident safety and comfort.
6. Communicates changes to the client/resident's condition and care plan to the interdisciplinary team, doctor and family as appropriate.
7. Provides clinical advice and direction to Licensed Practical Nurses and Health Care Workers in all areas related to client/resident care, including instructing and coordinating care staff and making daily assignments, monitoring performance and advising the Team Leader of any problems noted.
8. Provides conscientious oversight to maximize resident and client safety by:
 - following resident/client safety related policies, procedures and protocols
 - demonstrating a proactive approach to resident/client safety by seeking opportunities to improve patient safety through questioning of current policies and processes
 - identifying and reporting/correcting environmental conditions and/or situations that may put a resident/client at undue risk
 - reporting potential or actual patient safety concerns, medical errors and/or near misses in a timely manner

- encouraging resident/client to actively participate in their own care by asking questions and reporting treatment or situations that they don't understand or may "not seem right".
- Assists in the orientation and continuing education of new staff, students and other members of the health care team.
 - Participates in continuous quality improvement and program evaluations activities, education sessions, team conferences, meetings and committees.
 - Performs other related duties as required.

DIRECT SUPERVISION (i.e., responsibility for signing the employee appraisal form)

Role	# of Regular FTE's	# of Auxiliary FTE's
Directly supervises staff	0	0
Supervises staff through subordinate supervisors		

PROJECT /TEAM LEADERSHIP OR TRAINING (Check the appropriate boxes)

Role	# of FTE's	Role	# of FTE's
Supervises students or volunteers <input type="checkbox"/>		Provides formal training to other staff <input type="checkbox"/>	
Lead project teams <input type="checkbox"/>		Assigns, monitors and examines the work of staff <input type="checkbox"/>	

PREPARED BY

NAME:	DATE:	
-------	-------	--

EXCLUDED MANAGER AUTHORIZATION

I confirm that:

- the accountabilities / deliverables were assigned to this position effective:
- the information in this position description reflects the actual work performed.
- a copy has / will be provided to the incumbent(s).

NAME:	SIGNATURE:	DATE:
-------	------------	-------

ORGANIZATION CHART

SELECTION CRITERIA

- Graduate of a recognized nursing program.
- Current registration with CRNBC or CRPNBC.
- Recent residential care nursing experience preferred.
- Clinical knowledge and skills applicable to residential care.
- Able to monitor and guide the care provided by LPNs and HCWs in a team environment.
- Sound judgment, good observation and assessment skills.
- Able to deal with others effectively.
- Able to problem solve.
- Able to foster effective working relationships with all member of the care team.
- Able to organize and prioritize work.

- Able to communicate effectively both verbally and in writing, with tact and empathy.
- Able to act as a professional role model.
- Physical ability to carry out the duties of the position.
- Able to operate related equipment.