



**Employment Type:** Permanent - Full Time

**Reference Code:** 12-EXT-03-263

**Location:** County of Simcoe - County of Simcoe

**Closing Date:** 02/06/2012

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## **Position Title - Registered Nurse - Behavioural Support System Project**

### **Position Summary**

The Registered Nurse, Mobile Support Team, provides nursing expertise to an inter-professional team that works with residents of long-term care homes. Working with MST Registered Practical Nurses and Community Support Workers, the RN will contribute to improving the quality of life for clients with responsive behaviours through building on community capacity to address responsive behaviours in the place where people live. The RN#s work is conducted in a manner that is consistent with the Mission, Vision and Values of Georgian Manor and the County of Simcoe.

### **Duties and Responsibilities**

1. Provides ongoing implementation and capacity enhancement of Behavioural Support Services in the designated area within the NSM LHIN.
2. Works collaboratively with other Behavioural Resources within the NSM LHIN.
3. Collects data and reports accordingly through the MST Team Leader.
4. Coaches and mentors Home staff in the assessment of individuals who are at high risk of crisis
5. Provides support to health service providers within long term care homes in crisis situations through the comprehensive assessment of residents during transitions in care and in situations that could result in a transfer to emergency if on site short term crisis intervention was not available.
6. Work the full scope of practice as a RN and the policies and procedures of Georgian Manor and the County of Simcoe.
7. Provides direct care that is person-centered and supported by evidence-based clinical best practices.
8. Engages in collaborative problem solving to address higher levels of complex care.
9. Provides direct service to support the client, family members and/or health care providers to mitigate escalating responsive behaviours.
10. Committed to the process of continuous improvement concerning the RN role within the MST and the enhancement of partnerships.
11. Participates in ongoing education and training related to best practices in the provision of care to the target population. Ensures knowledge transfer to other members of the team and health service providers.
12. Delegates nursing functions appropriately to assigned Registered Practical Nurses and oversee care delivery of CSWs.
13. Collaborates and communicates with all members of the MST, clients, families, clinicians and other relevant parties.
14. Assists the RPN in the evaluation of care outcomes and ensures that care provided is accurately documented.



15. Provides education and information to residents and care providers through the creation of a supportive learning environment.
16. Provides coaching and mentoring to MST members and front line staff.
17. Establishes therapeutic relationships with residents and families.
18. Works in compliance with the Health and Safety Act and the Long Term Care Homes Act and their regulations in performing duties in a safe manner and follows all health and safety policies, procedures and legislation.
19. Maintain confidentiality in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

#### **Position Requirements**

1. Registered Nursing Diploma; BScN preferred
2. Current unrestricted registration with the College of Nurses of Ontario
3. Canadian certification in Gerontology preferred
4. Current CPR/First Aid certification
5. Training in (or willingness to participate in training) P.I.E.C.E.S., GPA, U-First!
6. Criminal Records Check and Vulnerable Sector Screening
7. Working knowledge of the Long Term Care Homes Act and Regulations and other legislation that is relevant to the locations in which care is provided
8. Extensive knowledge and skill working with elderly individuals with various types of dementia, delirium, mental health, addictions, other neurological conditions and those who experience an acute behavioural change who can be best served by a behavioural support system
9. Highly developed skill in assessment of dementia, cognitive impairment and delirium
10. Sound understanding of and commitment to the principles of the Behavioural Supports Ontario Project and the service re-design plan for the NSM LHIN
11. Delivery of person and care giver focused care
12. Knowledge of best practice in dementia, delirium, mental health issues and their effect on persons, families and care givers
13. Ability to deliver non-pharmacological and pharmacological management approaches
14. Familiarity with RAI documentation including assessments, RAPs and care planning functions
15. Basic computer skills including ability to use electronic communication devices and software pertaining to risk management and documentation
16. Excellent clinical-reasoning and critical thinking skills to ensure prevention and early detection; strong assessment, intervention and care planning skills
17. Ability to collaborate effectively with other members of inter-professional care teams, clients, family members and community team members
18. Effectiveness as a team member through collaboration, respect and effective communication as well as ability to demonstrate team-leadership skills



19. Commitment to quality improvement and change initiatives
20. Ability to adapt positively and productively to changes in the work environment and ability to effectively deal with compassion fatigue
21. Ability to organize and prioritize work effectively, manage a full work-load and meet deadlines in a busy environment
22. Trouble shooting skills and ability to problem solve issues that may arise in carrying out the duties of this position
23. Awareness of/demonstrated competency in the principles of adult learning
24. Ability to follow written and verbal instructions
25. Understanding and commitment to health and safety policies, procedures and applicable legislation
26. Professional work ethic and behaviours in interaction with internal and external contacts
27. Effectiveness in emergency management system principles
28. Knowledge of Violence in the Workplace and Life Safety Policies
29. Protection of individual's rights and advocacy for the residents
30. Valid drivers license and access to reliable vehicle required
31. Two years experience with clients in Long Term Care
32. Experience with quality improvement processes an asset

### **Physical Effort and Working Conditions**

#### **EFFORT**

1. Mental effort required when collecting data and preparing reports, etc.
2. Physical effort required when assisting residents from time to time.

#### **WORKING CONDITIONS**

1. Work schedule to be determined; ability to work days, evenings, nights and weekends required.
2. Frequent walking, standing
3. Frequent contact with clients exhibiting responsive behaviours
4. Potential exposure to hazards typically found in health-care environments
5. Frequent driving to work location using own vehicle

To apply for this opportunity, please visit our [Careers page at www.simcoe.ca](http://www.simcoe.ca)



Behavioural Supports Ontario



**an interview will be contacted. No telephone calls please.**

Personal information provided is collected under the authority of the Municipal Act (2001) and will be used to determine eligibility for employment.

The Corporation of the County of Simcoe is an Equal Opportunity Employer, and will provide employment accommodation upon request.