



Employment Type: Permanent - Full Time

Reference Code: 12-EXT-03-265

Location: County of Simcoe - County of Simcoe

Closing Date: 02/06/2012

Position Title - Registered Practical Nurse - Behavioural Support System Project

Position Summary

The Registered Practical Nurse, Mobile Support Team, provides nursing care planning and evaluation expertise to an inter-professional team that works with residents of long-term care homes. Working with MST Registered Nurses and Community Support Workers, the RPN 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 RPN'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. Contributes to the 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. Provides back up support to health service providers within long term care homes in crisis situations including assuming direct care with MST RNs and CSWs 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.
4. Work the full scope of practice as a RPN and the policies and procedures of Georgian Manor and the County of Simcoe Provides direct care that is person-centered and supported by evidence-based clinical best practices.
5. Utilizes therapeutic communication by establishing a working relationship with clients, families, co-workers and others for the purpose of meeting resident needs.
6. Provides direct service to support the client, family members and/or health care providers to mitigate escalating responsive behaviours through care planning and evaluation of care outcomes.
7. Committed to the process of continuous improvement concerning the RPN role within the MST and the enhancement of partnerships.
8. Participates in ongoing education and training related to best practices in the provision of care to the target population.
9. Collaborates and communicates with all members of the Mobile Support Team, residents, families, clinicians and other relevant parties
10. Takes a lead role in the development of care plans based on the assessment of the RN
11. Takes a lead role in the evaluation of care outcomes
12. Takes a lead role in the administration, monitoring and documentation of effectiveness of prescribed medications and non-pharmacological interventions.



13. Provides coaching and mentoring to MST members and front line staff.
14. Establishes therapeutic relationships with residents and families.
15. 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.
16. Maintain confidentiality in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

Position Requirements

1. Registered Practical Nursing Diploma
2. Two years experience with clients in Long Term Care
3. Current unrestricted registration with the College of Nurses of Ontario
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 Reference 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 venues in which care is provided
8. Extensive knowledge and skill working with 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. Strong care planning skills and demonstrated knowledge of Nursing Process
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. 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. Ability to collaborate effectively with other members of inter-professional care teams, clients, family members and community team members
17. Effectiveness as a team member through collaboration, respect and effective communication.
18. Commitment to quality improvement and change initiatives
19. Ability to adapt positively and productively to changes in the work environment and ability to effectively deal with compassion fatigue
20. Ability to organize and prioritize work effectively, manage a full work-load and meet deadlines in a busy



environment

21. Trouble shooting skills and ability to problem solve issues that may arise in carrying out the duties of this position
22. Ability to follow written and verbal instructions
23. Understanding and commitment to health and safety policies, procedures and applicable legislation
24. Professional work ethic and behaviours in interaction with internal and external contacts
25. Effectiveness in emergency management system principles
26. Good physical condition to meet the physical demands of the position
27. Valid driver's license and access to reliable vehicle required

Physical Effort and Working Conditions

EFFORT

1. Mental effort required when developing or evaluating care plans, 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, night 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

The County of Simcoe thanks all applicants for their interest in this opportunity, but please note that only those candidates selected for 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.