



## Windsor Elms Village

### Licensed Practical Nurse Care Partner

Licensed by the College of Licensed Practical Nurses of Nova Scotia, the **LPN** in the Windsor Elms Village community works collaboratively with the rest of the care partner team (WEV residents, their families, the NH Manager, the NH RN, the physicians, other licensed staff, employees, and volunteers) to create small caring communities.

The LPN's varied roles include:

- Aligning your actions and decisions with the mission and vision of WEV and its philosophy of care, while role-modeling the guiding principles of WEV.
- Practicing according to professional standards, evidence based practices and Home policies, and to full scope, as appropriate for our care setting.
- Providing leadership for the care team of which you are a part.
- Contributing to the process of performance management of NH staff.
- Keeping the residents' preferences and needs at the centre of all your decisions, conversations and actions.
- Working with your care partners to identify residents' strengths, life goals, and simple pleasures, and then bring them to life for each resident.
- Being a resource to WEV neighbourhoods (and the community at large) by serving as a team builder, coach, mentor, active listener, facilitator, and teacher.
- Assisting care partners (CCAs, PCWs and RSAs) with growing their skills and capability so they in turn, can be more effective at helping residents achieve the highest practicable physical, mental and spiritual well-being possible.
- Serving as a clinical resource, using your assessment skills, training and experience to identify changes in residents' health status and identifying when you need to collaborate with your RN colleagues.
- Participating in Home wide initiatives.
- Responding in any emergency situation, taking direction and delegating action as appropriate.
- Assisting with daily life within the NH in a variety of ways beyond nursing specific practices.
- Working to create a culture of safety for all.

#### **Our Mission ... who we are**

WEV is an Eden community, with a family atmosphere, connected to the local community, where people in need of continuing care can flourish and be proud to call home.

#### **Our Vision ... what we are striving for**

WEV is an innovator, achieving the most compassionate, dignified, resident-directed living experience.

The Best Place to Live, Work and Visit.... Today & Tomorrow.

**SAFETY is paramount.** • We keep each other safe so no one gets hurt.  
• We intervene to prevent injury.

**COLLABORATION; working together, we are better.**

- We call on each other for support, ideas and problem solving.
- We build on each other's strengths.
- We solicit and honour all contributions.

**LEARNING AND SHARING; within our home and beyond.**

- We support each other in our continued growth and development.
- We use our mistakes as opportunities to learn.
- We seek ways to contribute.

**RESPECT, KINDNESS AND COMPASSION for all.**

- We treat each other with kindness. • We respect and acknowledge each other's contributions. • We listen to one another to understand.
- We treat others as they wish to be treated.
- We honour the dignity and freedom of choice for residents.

**CELEBRATION AND RECOGNITION of who we are and what we do.**

- We seek opportunities to celebrate our successes.
- We honour special moments.
- We look for ways to enrich each other's lives.

**TRUST AND ACCOUNTABILITY in and to each other.**

- We share what we are doing and why.
- We take responsibility for our actions, decisions and impacts.
- We tell the truth.

**EXCELLENCE AND INNOVATION in an ever changing world.**

- We don't settle for good enough. • We challenge ourselves and each

The RN, NH RN and NH Manager will assist you in your role by providing support, guidance, timely feedback, evaluation and education as needed to ensure your success as a care partner in our community.

other to do better. • We challenge the status quo.

### **LPN - Fulfilling this Care Partner Role**

To ensure that candidates with the right education and leadership skills are in the role, the LPN role at the WEV has the following requirements:

- Nova Scotia LPN license
- Graduate of a recognized LPN program
- Previous long term care experience is preferred
- Skills in implementing and updating resident growth plans
- Well-developed interpersonal communication skills
- Skills in leadership, mentoring and coaching
- Experience with resource utilization management
- Respect for all persons
- Knowledge of basic computer skills

Physical demands of this role include:

- The ability to deal with challenges including, but not limited to, shift rotation, weekend and holiday schedules, fluctuating temperatures, unusual and unexpected behaviors by residents, complex family dynamics, death and dying, etc.
- The ability to move freely and push or lift up to 35 pounds safely.

### **Agreement:**

I understand and have received a copy of this care partner role. I am committed to fulfilling my role to the best of my abilities, as a care partner in this community.

Care Partner Signature: \_\_\_\_\_

Date:

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