

Job Description

Windsor Elms Village is an Eden Registered Home with a resident-directed philosophy of care. It builds on a rich history and reflects our commitment to continue to evolve to meet the emerging needs of seniors in Nova Scotia. We will continue to embrace life, provide compassionate support and encourage meaningful relationships with residents, families, staff and the community. We are creating a home environment where all 108 residents can continue to grow and experience the fullness of life.

Details

Job Title	Licensed Practical Nurse (LPN)
Department	Resident Care
Reports to	Designated Resident Care Manager / Registered Nurse / Director of Care
Direct Reports	n/a

Position Overview

Licensed by the College of Nurses of Nova Scotia, and under the direction or supervision of the designated Resident Care Manager, the LPN is responsible for creating a human habitat and providing care and services to meet the needs of the residents. The LPN is committed to alleviating the three plagues of loneliness, helplessness, and boredom. This is based on the philosophy of Windsor Elms Village, the Eden Alternative™, our Guiding Principles, and the established policies and procedures of Windsor Elms Village. The LPN works cooperatively and respectfully with residents, coworkers, families, visitors and volunteers to create a positive and pleasant environment in the home (a “habitat for living”).

Responsibilities

Resident care:

- Collaborating with Care Partners to review & update Eden Growth Plans
- Medication Administration, Wound Care & Oral Care Assessments & Plans
- Doctor Rounds & orders
- Initiating End of Life Orders
- Move – in process including Medication Reconciliation and Assessments

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- Complete procedures that support resident care as required (eg. Phlebotomy, INR's, U/A, blood glucose, Ear Syringing & Vital Signs)
- Assisting Continuing Care Assistant to Provide personal care according to care plan as required
- Treat residents with empathy, dignity, and respect at all times.
- Request and accommodate resident's individual choices whenever possible.
- Respect the spiritual and cultural beliefs and practices of the residents.
- Encourage and support residents to maintain or regain independence.
- Respond to resident requests as quickly as possible.
- Provide explanations to residents. Negotiate with residents when requests cannot be met.
- Encourage residents to take responsibility for the choices that they make.
- Support relationships that are central to the resident.

Maintenance of the Neighborhood:

- Assist the resident to organize the physical environment according to the wishes and needs of the resident.
- Report shortages, breakage, and malfunctioning of equipment.
- Know and adhere to fire, emergency, and security policies and procedures.
- Implement infection control measures.

Food Service:

- Assist residents with meals and meal service.
- Support the resident in adhering to special diet requirements as required by the care plan.

Leadership:

- Fire Zone Warden Role
- Charge RN (when delegated). This role includes but not limited to being responsible for overseeing facility management & home wide resident care clinical needs in the absence of Management, communicate with Manager on Call when necessary & the supervision, relocation and replacement of staff.
- Supervision of staff, relocation and replacement if necessary.
- Attending, Facilitating and participating in daily huddles & weekly Neighborhood Meetings
- Manages conflicts in Neighborhood
- Provide leadership, guidance & direction to ensure safety and clinical practices are occurring
- Act as a Mentor/Preceptor for new care partners/students

Communication:

- Maintain confidentiality of information about the resident and their family, etc.
- Keep the physician, family & Resident Care Manager informed of any change in resident condition through incidental and formal reports. Reports must be timely, based on the type of change observed.
- Ask for guidance and consultation from other team members.
- Accurately record care and observations on the clinical record of the resident
- Reporting to Continuing Care, Adult Protection, DOH Line List, etc.
- Obtaining or Scheduling Resident Appointments
- Completing documentation as required
- Referrals to Occupational Therapist, Physiotherapist, Dietitian, Pharmacy & Seniors Mental Health

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- Facilitating Resident Reviews and Family meetings

Continuous Improvement

- Participate on quality monitoring at Windsor Elms Village as required.
- Participate in activities leading to Licensing
- Completion of annual mandatory education.
- Attend and participate in education programs aimed at increasing personal knowledge and abilities of the caregiver, and those that also lead to the certification for special procedures at Windsor Elms Village, such as Phlebotomy, Ear syringing, etc.

Other duties

Other related duties as assigned.

Hours of Work

Windsor Elms Village is staffed 24 hours each day for seven days each week.
Individual's hours as per Collective Agreement and Full Time Equivalent of position held

Fulfilling this Care Partner Role

To ensure that candidates with the right education and skills are in this role, the Licensed Practical Nurse role at WEV has the following requirements:

- Nova Scotia LPN License
- Ability to read, write, and speak English fluently, and understand verbal and written instructions.
- Skills in initiating, implementing & updating resident growth plans
- Experience in resource utilization including leadership, mentoring & coaching
- CPR current upon hire & updated every 2 years
- Previous experience dealing with physically and/or cognitively impaired residents is an asset
- Good physical and mental health.
- Well-developed interpersonal communication skills & must be a strong team player
- Previous long term care experience an asset
- Basic computer skills including Windows Operating System & Office Suite

Physical & Psychological demands of this role includes:

- Ability to stand for extended periods of time
- Ability to lift, push/pull 35lbs
- Ability to handle challenging and unexpected behaviours by residents and complex family dynamics. Mental demands may also be felt from emotions that can arise in a home where there is loss from death. Individuals are asked to reach out if support is needed.

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Agreement

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

<i>Care Partner Signature</i>	
<i>Date</i>	