

**APPENDIX A**

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ADDITIONAL REFERENCE NAMES:	DATE ESTABLISHED: CGH ACH GRACE	DATE ESTABLISHED: FHH CDHG
AUTHORIZATION: Nursing Council	DATE ESTABLISHED : 2003.01	DATE REVISED

**Job Description**

<b>Working Title:</b>	Registered Nurse
<b>Classification Title:</b>	<b>REGISTERED NURSE</b>
<b>Site:</b>	Calgary Health Region
<b>Department/Program:</b>	
<b>Supervisor:</b>	Manager/Supervisor
<b>Bargaining Unit:</b>	UNA
<b>Date:</b>	January 2003

**A Position Summary:**

The Registered Nurse (RN) works as a member of the health care team, collaborating on the delivery of holistic, comprehensive care to meet the needs of individuals, families and/or communities within level of competency. The RN provides leadership in nursing assessment, planning, implementation and evaluation of care for the purpose of promoting, maintaining or restoring health, preventing illness, injury and disability or supporting a peaceful death. The RN provides care throughout the life span, in all stages of health and complexities of illness.

The RN is accountable to the public for his/her own practice, which is monitored and regulated (Province of Alberta Nursing Profession Act, 1995). The RN is responsible for ensuring that practice meets legislative requirements, the practice standards of the Alberta Association of Registered Nurses (Alberta Association of Registered Nurses (AARN) Practice Standards, 1999) and the code of ethics (Canadian Nurses' Association Code of Ethics, 2002). The RN is guided by their level of education, expertise, experience, demonstrated skill level, Calgary Health Region policies and job description.

**B Key Responsibilities:**

Based on the Calgary Health Region Definition of Professional Nursing Practice, and using critical thinking and clinical judgement, RN's engage in independent, interdependent and dependent functions to provide healthcare. These functions may be self-determined, or assigned by physician, nurse practitioner or RPN/RN, and are within their scope of practice, in accordance with Calgary Health Region policy and the Health Profession Act, 1999, as follows:

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COMPETENT PRACTICE

**1. Assessment**

- 1.1. Performs initial and ongoing biopsychosocial assessment specific to the setting and target population, which may include, but is not limited to:
  - physical status,
  - psychological status,
  - social/family interactions,
  - spiritual status,
  - financial status,
  - roles and responsibilities of the individuals/families/communities/client and caregivers,
  - learning capabilities and education needs,
  - self-care capabilities,
  - health risks,
  - cultural influences,
  - environment and
  - expectations/potential for living in the community.
- 1.2. Assesses and understands the unique health care needs/strengths of individuals/families/communities, including:
  - Coping with acute or chronic illness,
  - Support after discharge,
  - Relationships and developmental stages.
- 1.3. Identifies the foci of nursing care, in partnership with the individual/family/community, and communicates this foci to members of the multidisciplinary team.
- 1.4. Recognizes potentially critical situations and takes appropriate action.
- 1.5. Documents pertinent information in a timely manner.
- 1.6. Monitors, through assessment data, the ongoing health status of the individual/family/community, recognizes deviations in health care needs and adjusts the care plan accordingly.
- 1.7. Collaborates with members of the healthcare team and individuals/families/communities to collect, validate and expand assessment data.

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**2. Planning**

- 2.1. Analyzes assessment data to identify the individuals/families/communities' needs and strengths.
- 2.2. In partnership with the individual/family/community develops the plan of care including consideration of strengths, risk factors, options, consequences of actions, health promotion, learning, comfort, safety, privacy, dignity and integrity.
- 2.3. Applies knowledge of pertinent nursing and related healthcare research and evidence to care planning; uses current knowledge to justify plan of care.
- 2.4. Mutually establishes priorities for optimal independence, short and long term care goals and expected outcomes, including transitioning into an alternate setting.
- 2.5. In partnership with individuals/families/communities and members of the healthcare team, initiates planning for transitioning into an alternate setting.
- 2.6. Integrates multidisciplinary, multiagency factors into the care plan.
- 2.7. Negotiates and communicates with the individual, family, community, health care team, and service providers when there is a difference between the care plan and the wants, needs and strengths of the individuals / families / communities.

**3. Implementation**

- 3.1. Collaborates and communicates effectively with individuals, families, communities, team member(s) and internal/external resources to implement plan of care.
- 3.2. Interprets, analyzes and validates input/direction from healthcare team.
- 3.3. Coordinates care/services with other team members and external agencies.
- 3.4. Provides/coordinates care appropriate to the situation, and in accordance with Calgary Health Region policies, procedures and established standards.
- 3.5. Administers treatments and medications and performs procedures as defined by Calgary Health Region policies and procedures.
- 3.6. Performs specific RN specialized nursing competencies as required, and as appropriate to the practice setting and clinical population, as outlined in the regional policy.
- 3.7. Implements and evaluates teaching of individuals/ families/communities, and assists in developing education materials.

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**4. Evaluation / Modification of Care Plan**

- 4.1. Evaluates expected and unexpected responses to care, in partnership with individuals/families/communities.
- 4.2. Reports and documents individual, family or community responses to care and responses to learning.
- 4.3. Reviews and revises the plan of care based on reassessment of changing status and progress.
- 4.4. Communicates with and on behalf of individuals/families/communities re: interventions and evaluation of care.
- 4.5. Recognizes patterns of health care needs within the population served, including health promotion and prevention, (such as infection rates, falls post discharge, early discharge outcomes) and assesses the effectiveness of interventions over time.
- 4.6. Discusses observations with and makes recommendations to colleagues and leaders to influence program development/evaluation.

**5. Safety**

- 5.1. Promotes a healthy/safe practice environment.
- 5.2. Recognizes safety issues and reports appropriately.
- 5.3. Demonstrates ability to use equipment and supplies according to established standards and procedures.
- 5.4. Identifies trends in safety issues, reports appropriately, and participates in correction and prevention action plans.

**THE ART OF PRACTICE**

6. Maintains awareness of own values and ethical priorities and how they may impact on their own practice.
7. Develops therapeutic relationships with individuals/families/communities, displaying appropriate use of communication skills, respect, empathy and an understanding of the unique values of each individual.
8. Displays respect for professional boundaries in interactions with individuals/families/communities and members of the healthcare team.

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**9. Appropriately advocates on behalf of the individuals/families/communities including:**

- providing access to information in consultation and collaboration with other team members
- consulting individuals/families/communities regarding ongoing consent for care
- promoting comfort and safety for individuals/families/communities
- facilitating individuals/families/communities participation in decisions affecting care
- intervening effectively in situations where safety or well-being of individuals/families/communities may be compromised; while respecting individual rights and diversity.

**PROFESSIONAL DEMEANOR**

**10. Organizational Behavior**

- 10.1. Participates in and supports the development and implementation of the plans, goals and objectives of the workplace.
- 10.2. Provides guidance and support in a preceptor role to students, colleagues, and other personnel as appropriate, to assist in their orientation to work routines, roles and expectations.
- 10.3. Mentors colleagues in areas of expertise and seeks mentorship to achieve full potential in professional development.
- 10.4. Promotes a positive work environment by:
  - Respecting other’s opinions, judgements and abilities
  - Using proper channels of communication
  - Managing conflict effectively
  - Demonstrating flexibility and reliability
- 10.5. Recognizes when to seek assistance.
- 10.6. Identifies system (environmental/unit) limitations and offers recommendations for change.
- 10.7. Provides input into the development of Calgary Health Region nursing policies/procedures and practices.
- 10.8. Maintains commitment through active participation in meetings and committees, and carries out responsibilities.
- 10.9. Participates in quality improvement activities, e.g. falls prevention and error management programs.

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10.10. Where appropriate, assumes “charge” position when assigned, within their level of competence.

10.11. Appears professionally attired and with identification tag, according to regional policy.

**11. Professional Development.**

11.1. Understands and complies with:

- Legal requirements of licensure
- [The Health Professions Act: Registered Nurses (Alberta) – when in effect] including continuing competence
- Calgary Health Region Policies and Procedures
- Freedom of Information and Protection of Privacy Act (FOIPP)
- Protection of Persons in Care Act
- Mental Health Act
- Public Health Act
- Health Information Act
- Other relevant legislation.

11.2. Demonstrates accountability for practice.

11.3. Recognizes and examines processes to correct unsafe practice issues or inappropriate professional conduct.

11.4. Achieves, maintains and monitors own competence in practice.

11.5. Identifies own professional development needs and competencies, seeks appropriate learning opportunities and evaluates own learning.

11.6. Shares knowledge gained through attendance at conferences, inservices, etc. with peers.

11.7. Appropriately consents to and supervises care of unregulated healthcare providers, and assigns care to regulated members of the healthcare team according to their scope of practice and Calgary Health Region policies and procedures.

**12. Performs Other Related Duties as required.**

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**C Supervision:**

**Received:**      **Direct:** *(Direct supervision means responsibility for hiring, performance management, discipline and termination).*

Patient Care Managers, Assistant Patient Care Managers, Area Managers, Clinical Consultant, Community Health Centre Managers, Team Manager

**Indirect:** *(Indirect Supervision means providing work direction or leadership to other employees. This person may provide input to hiring, performance management, discipline and termination).*

Educators, Instructors, Charge Nurses and other clinical leaders

**Given:**      **Direct:**

**Indirect:** RN and LPN Students and New Employees, UGN, GN, members of the health care team, and unregulated healthcare workers.

**D Qualifications: (Minimum Requirements)**

**Formal Education:**

Graduate from an approved nursing program. Current successful completion of a BCLS program is required.

Additional courses or certifications specific to the practice environment and clinical population may be required.

**Experience:**

Previous experience is an asset. Previous experience in a similar practice setting may be required in certain practice settings.

**Professional Affiliation:**

Current registration with the Alberta Association of Registered Nurses.

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**Knowledge, Skills, Abilities:**

Demonstrates ability to work as a member of a team and to request and accept direction as required.

Demonstrates critical thinking skills, within scope of practice, including clinical judgement and problem solving skills.

Demonstrates professional, mature manner.

Demonstrates effective interpersonal and communication skills.

Demonstrates initiative.

Demonstrates effective time management and organizational skills.

Demonstrates teaching abilities, strong decision-making, and assessment skills required.

Additional skills may be required depending on the practice setting.

**Working Conditions:**

Dependent upon the physical environment. Working conditions may include, but are not limited to:

- ♦ travel
- ♦ exposure to hazardous material and equipment
- ♦ rotational shifts
- ♦ Indoor or outdoor environment.

**Physical Effort:**

Unique to the practice environment and needs of the individuals/families/communities served. Physical effort may include but are not limited to:

- ♦ physical exertion – walking, sitting and/or standing for long periods of time.
- ♦ handling, moving and lifting heavy or awkward equipment and/or individuals.