



**Kateri Memorial Hospital Centre
Tehsakotitsen:tha**

**P.O. Box 10, Kahnawake, Que., J0L 1B0
Tel.: (450) 638-3930
Fax: (450) 638-4634
Website: kmhc.ca**

KMHC is an expanding hospital located in the unique and vibrant Mohawk community of Kahnawake, 15 km from downtown Montreal on the south shore. KMHC offers a 43-bed facility (33 long term and 10 acute care beds) with extensive ambulatory health care services.

**INTERNAL-EXTERNAL
JOB OPPORTUNITY**

POSITION: Registered Nurse
CATEGORY: Availability (On-Call)
SUPERVISION: Inpatient Nurse Manager

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JOB SUMMARY:

Nurses in Long-Term resident care must be compassionate people who enjoy providing care, which makes resident's life better. Nurses assess resident's nursing needs; develop therapeutic nursing plans based on best practices, and supervise the delivery of personal care provided by aides and orderlies. Nurses interact with the family and are a member of the interdisciplinary team in order to provide the resident with quality care that highlights the resident's life goals and aspirations.

Nurses in STC must be astute in the recognition of changes in physical condition and mental health of clients. Nurses must use best practice measures in the planning of the individual's Therapeutic Care Plans. Nurses are expected to supervise the delivery of personal care provided by the aides and orderlies. Nurses interact with the client and family and MDA team, in order to provide the client with quality care from admission to discharge or transfer to LTC. Nurses must provide adequate health teaching to ensure the client/family understand the client's condition and needs upon discharge.

RESPONSIBILITIES:

- Meets and maintains **Standards of Professional Nursing Competence**
- • Fulfills duties in accordance to the **Standard of Nursing Care Practice at KMHC**
- Practices nursing according to the Code of Ethics of nurses (Order of Nurses of Quebec) and the KMHC Code of Ethics
- Maintains nursing competency
- Follows KMHC philosophy, policies and procedures

DUTIES:

- Specific duties listed on either job description

QUALIFICATIONS/REQUIREMENTS:

- Current member in good standing of the O.N.Q. (or GPL)
- Willing to develop skills and knowledge in long and short-term care
- Have initiative and a positive attitude, is accountable and self-directed and can supervise others
- Knowledge of Kanien'keha language, culture and history is an asset

HOURS: Shift work – all three shifts, rotational weekend duty

SALARY: Commensurate with experience and qualifications

APPLY TO: Please submit a letter of intent, resume and two (2) current professional reference letters to:

Michelle Cross, Human Resource Aide

DEADLINE: Thursday, February 9, 2012 at 3:30pm

*All candidates must sign a privacy waiver allowing for a security check to be performed.
The successful candidate must also sign a KMHC confidentiality agreement*

**Note: Application forms and a copy of the job description are available at the KMHC Switchboard, the 2nd floor reception area and on-line at www.kmhc.ca.
Any incomplete submissions will not be considered.**

TITLE:	Registered Nurse for Long Term Care Residents Code 2471 Group 225	
DEPARTMENT:	Registered Nurse (#6060)	
RESPONSIBLE TO:	IPD Nurse Manager	
STATUS:		
EFFECTIVE DATE:	June 1, 2006	REVISION DATE:

JOB SUMMARY

Nurses in long-term resident care must be compassionate people who enjoy providing care, which makes resident's life better. Nurses assess resident's nursing needs; plan nursing care interventions based on best practices, and supervise the delivery of personal care provided by aides and orderlies. Nurses interact with the family and with the interdisciplinary team in order to provide the resident with quality care that highlights the resident's life goals and aspirations.

RESPONSIBILITIES

- Meets and maintains **Standards of Professional Nursing Competence**
- Fulfills duties in accordance to the **Standard of Nursing Care Practice at KMHC**
- Participates as a team member in providing resident care adherent to the accepted **Standards of Patient Care at KMHC**
- Participates in the development and delivery of Therapeutic Nursing Plans and Individualized Service Plans; assessment, planning, implementation and evaluation in accordance to department policies and procedures
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- Practices nursing according to the Code of Ethics of nurses (Order of Nurses of Quebec) and the K.M.H.C. Code of Ethics
- Follows KMHC philosophy, policies and procedures
- Maintains nursing competency
- Is a primary nurse for a group of long-term care residents
- Declare all risk situation, near misses or accidents that you witness or discover
- Have attitudes and behaviours, which assure the provision of safe care and services
 - Assume responsibility in ensuring the environment is exempt of risks for clients and employees

DUTIES

- Performs in-depth assessment of residents needs including assessment of functional abilities, physical health, and quality of life factors
- Recognizes, assesses and acts upon resident change of status
- Provides daily nursing care; medical treatments, medications, health teaching and psychosocial interactions
- Evaluates and revises Therapeutic Nursing plans as required
- Participates as a team member in solving unit problems and in planning short and long term goals
- Appropriately documents assessments and interventions
- Elaborates and updates nursing care plans with special attention to promotion of autonomy, prevention of decubitus ulcers, maintenance of continence, the use of alternatives to restraints and the promotion of family involvement
- Participate in interdisciplinary care planning for their assigned group of residents
- Delivers nursing care such as medication administration, dressing changes, starting intravenous fluids, etc.
- Supervises direct care staff
 - Establishes harmonious relationships with families by including them in assessment, planning and delivery of care when appropriate and by providing support (education, anticipatory guidance)
 - Assure resident family is competent if and when they provide care, be it in hospital or on home pass
 - Places patient safety first by assisting in the provision of a safe environment for residents, visitors and staff and playing out their role appropriately in emergency situations
 - Uses resources judiciously and safely
 - Collect data as required

- Participates in the life of the unit in a constructive way, recognizing strengths and weaknesses and work on solving unit problems
- He/she assists with teaching and supervision of nursing staff who have less experience or preparation and is responsible for following hospital philosophy, policies and procedures.
- Promotes the economical and safe use of equipment and supplies
- Assists with interpretation of hospital policy and community facilities to residents and visitors
- Assists physicians as need
- Participates in monthly in-service educational programs, professional meetings and courses or meetings on general topics for self improvement
- Assists in keeping the nursing unit clean including medication stock areas, carts, office space

Nurse in charge:

- **Administers the unit on evening, weekend and night shift**
- **Ensures that sufficient staff is scheduled to work and that breaks are covered adequately**
- **Ensures assignments of aides and orderlies are adjusted as deemed necessary in regard to admissions and discharges**
- **Assesses client health status**
- **Provides assistance to other nurses as required**

SUPERVISORY RESPONSIBILITIES:

Responsibilities include planning, assigning and directing work; addressing complaints and resolving problem.

- Directly supervises nursing aides/orderlies, responsible for the same Inpatient department client.
- Carries out supervisory responsibilities in accordance with the organization's policies.

QUALIFICATION/REQUIREMENTS

Education and/or Experience

Graduate of a recognized and approved school of professional nursing
Active member of O.N.Q. (or GPL)

Language Skills

Ability to read, analyze and interpret general professional journals and technical procedures
Ability to document clearly and effectively present information and respond to questions from managers, clients and their families
Excellent communication and interpersonal skills required

Reasoning Ability

Ability to carry out detailed written and oral instruction
Ability to define problems, collect data, establish facts and draw valid conclusions
Organizational skills required

Physical Demands

While performing the duties of this job, the employee is regularly required to stand, squat, kneel, bend, and walk

The employee must frequently lift push and/or move varied client body weights and frequently lift and/or move equipment up to 20 pounds.

Other Qualifications

Knowledge of the Mohawk language an asset
Ability to work in a team setting

DRAFT PERFORMANCE APPRAISAL OBJECTIVES FOR GENERAL DUTY NURSE

1. To meet the standards of Professional Nursing Competency
2. Fulfills duties in accordance to the Standards of Patient Care at KMHC
3. Fulfills duties in accordance to the Standards of Nursing Practice at KMHC
4. Communicates easily with clients and shows respect. There are no complaints of rudeness and/or disrespect of any kind
5. The nurse has good clinical abilities and is able to develop and implement a nursing care plan adapting to the client's condition. Client care is based on their condition
6. Aides/Orderlies are supervised and the client receives quality care

TITLE:	Registered Nurse for Short Term Care Residents Code 2471 Group 225
DEPARTMENT:	Registered Nurses (#6060)
RESPONSIBLE TO:	Inpatient Nurse Manager
STATUS:	
EFFECTIVE DATE:	MAY 20,1999
REVISION DATE:	August 2009

JOB SUMMARY

Nurses in STC must be astute in the recognition of changes in physical condition and mental health of clients. Nurses must use best practice measures in the planning of the individual's Therapeutic Care Plans. Nurses are expected to supervise the delivery of personal care provided by the aides and orderlies. Nurses interact with the client and family and MDA team, in order to provide the client with quality care from admission to discharge or transfer to LTC. Nurses must provide adequate health teaching to ensure the client/family understand the client's condition and needs upon discharge.

RESPONSIBILITIES

- Meets and maintains **Standards of Professional Nursing Competence**
- Fulfills duties in accordance to the **Standards of Nursing Care Practice at KMHC**
- Practice nursing according to the **Code of Ethics of nurses** (Order of Nurses of Quebec) and **the KMHC Code of Ethics**
- Follows KMHC philosophy, policies and procedures
- Maintains nursing competency
- Is a primary nurse for a group of short term care clients
- Declare all risk situation, near misses or accidents that you witness or discover
- Have attitudes and behaviours, which assure the provision of safe care and services
- Assume responsibility in ensuring the environment is exempt of risks for clients and employees

DUTIES

- Admission of STC clients-including Fall Assessment, Braden Scale, Nursing Data Base, risk of AWOL, VRE/MRSA screening when necessary
- Recognizes, assesses and acts upon change of status of client
- Appropriately documents assessments and interactions
- Elaborates and updates Therapeutic Nursing Plan and Kardex
- Participates in MDA rounds
- Delivers nursing care such as Medication administration dressing changes, I.V. care, etc.
- Supervises direct care staff
- Establishes harmonious relationships with families by including them in assessment, planning and delivery of care when appropriate and by providing support (education, anticipatory guidance)
- Assists in the Discharge Planning with the multidisciplinary team and completes discharge forms and follow up with Home Care when indicated
- Provides client and family health teaching pertinent to condition and upon discharge
- Places client safety first by assisting in the provision of a safe environment for clients, residents, visitors and staff, playing out their role appropriately in emergency situation
- Uses resources judiciously and safely
- Collect data as required
- Participates in the life of the unit in a constructive way, recognizing strengths and weaknesses and work on solving unit problems

Nurse in charge:

- **Administers the unit on evening, weekend and night shift**
- **Ensures that sufficient staff is scheduled to work and that breaks are covered adequately**
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