

## Position Description – Registered Nurse



ESTABLISHED: 1990.11.08  
REVISED: 2018.08.15

### POSITION DESCRIPTION

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#### THE SALVATION ARMY AGAPÉ HOSPICE

DEPARTMENT: Resident Care

POSITION TITLE: Registered Nurse

CLASSIFICATION TITLE: United Nurses of Alberta, Local 232

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*The Salvation Army Agapé Hospice is governed by the Salvation Army which is an international Christian Church. Its Message is based on the Bible; its ministry is motivated by love for God and the needs of humanity. The Mission of the Salvation Army exists to share the love of Jesus Christ, meet human needs and be a transforming influence in the communities of our world.*

#### POSITION SUMMARY

As a member of an interdisciplinary team, registered nurses collaborate with other clinical caregivers to provide excellent, comprehensive palliative care in a home-like setting where residents & families are actively involved. The primary responsibility is for the development & implementation of the clinical care plan in order to meet the physical, emotional, social and spiritual needs of residents and families within the polices and objectives of the hospice. All registered nurses report to the Nursing Lead.

*In accordance with the College and Association of Registered Nurses of Alberta, Standards of Practice, Section 4. Provision of Service to the Public, effective November 30, 2005 and The Canadian Nurses Association Code of Ethics for Registered Nurses, effective October 1, 2008, Registered Nurses at Agapé Hospice are responsible for providing nursing services in collaboration with the resident, significant others, and other health professionals, as follows:*

1. The registered nurse collaborates with the resident/significant others and other members of the health-care team regarding activities of care planning, implementation, and evaluation.
2. The registered nurse uses communication and team building skills to enhance resident care.

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3. The registered nurse is accountable for the supervision of other health-care team members, and nursing students when appropriate, and uses the *Decision-Making Standards for Nurses in the Supervision of Health Care Aides: Restricted Activities and Activities of Daily Living* and CARNA standards for the supervision of care provided by nursing students and undergraduate nursing employees to guide practice.
4. The registered nurse explains nursing care to residents and others.

*In accordance with Alberta Occupational Health & Safety standards and regulations, health and safety is to be held as one of the highest care values at Agapé Hospice. Safety is a shared responsibility of everyone in the organization as it is a key indicator of organizational excellence.*

### PERFORMANCE REQUIREMENTS

1. Meets the biophysical, emotional and psychological needs of all residents; assists in meeting spiritual needs as appropriate;
2. Provides nursing care which is carefully planned, while monitoring the treatment regime and health status, to ensure resident safety & well-being;
3. Ensures the safety and the care of the hospice residents;
4. The Registered Nurse works with the Resident Attendant by providing clinical expertise in determining the care for hospice residents;
5. The Registered Nurse and Resident Attendant will work together to complete designated cleaning tasks;
6. Participates in staff meetings, in-services, rounds, special projects;
7. Performs other related duties as directed and required.

### RESPONSIBILITIES

#### ASSESSMENT:

1. Assessment of biopsychosocial and spiritual needs of hospice residents at admission and at least once per shift during stay;
2. Ongoing assessment of pain and symptoms; reports assessed changes to Physician/Nursing Lead /family as appropriate;
3. Documents and communicates assessments on care plan;
4. Assesses biopsychosocial and spiritual condition of hospice residents when requested to do so by the Resident Attendant as necessary.

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### PLANNING:

1. Devises an individualized care plan within the first 24 hours of admission in collaboration with the resident, their family and the Agapé team;
2. Explains completed care plan to resident/family;
3. Anticipates changes in resident condition and plans accordingly, i.e., obtains appropriate Physician orders;
4. Records and processes data appropriately, accurately and completely for residents receiving nursing care.

### IMPLEMENTATION:

1. Ensures resident comfort, safety and privacy. Maintains confidentiality at all times regarding resident information;
2. Collaborates with other interdisciplinary care team members to implement the care plan;
3. Provides pain control and symptom management;
  - a. assess/reassess symptoms on an ongoing basis
  - b. provides excellent physical care to residents, including mouth care, skin care, turning and positioning, bathing, toileting and incontinence care
  - c. administers medications and comfort measures as indicated
  - d. assesses efficacy of symptom control and initiates adjustments as necessary
  - e. communicates any ongoing changes with Resident Attendant, Nursing Lead, Spiritual Care Coordinator, Social Worker, primary Physician and family as appropriate
  - f. liaises with Physician to ensure optimal symptom management
  - g. provides emotional support to residents and families
  - h. liaises with team members to meet emotional, social, and spiritual needs of resident and family
  - i. documents assessments, interventions and evaluation of interventions on the resident's chart according to nursing recording standards
  - j. notifies family members, Physician, and chaplain (at resident or family request) when death is imminent
  - k. follows hospice protocol when the death of a resident occurs. Provides instrumental assistance and support to grieving family members
  - l. accesses resources from community where appropriate
4. Assists with cleaning responsibilities where required.

### EVALUATION:

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1. Evaluates and documents the resident's response to care;
2. Modifies and revises the resident care plan as the resident's needs change .

### OTHER DUTIES:

1. Provides orientation, instruction, and guidance to new staff members, students, volunteers, etc.;
2. Contributes to efficient use of resources;
3. Identifies own learning needs and utilizes appropriate Hospice and Community resources to meet these needs;
4. Seeks assistance regarding unfamiliar procedures;
5. Maintains professional growth and development through attendance at seminars, workshops and participation in professional associations;
6. Performs other related duties as directed and required;
7. Participate in committees as requested.

### SUPERVISION:

Received: Nursing Lead  
Given: Clinical responsibilities as outlined in the CARNA Standards of Nursing Practice and the CNA Code of Ethics (see above)

### QUALIFICATIONS

Professional Affiliation: Current active registration with the College and Association of Registered Nurses of Alberta (CARNA)  
Education: Graduate of an approved school of nursing; baccalaureate degree in nursing with an emphasis in palliative care preferred; CPR Certification  
Experience: A minimum of one year previous experience in palliative care preferred  
Physical: Intermittent exposure to health hazards in treating residents; knowledge of good body mechanics; position requires considerable lifting and bending to move residents

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Personal:

Fluent in the English language, oral and written; possesses excellent communication skills with the ability to maintain a positive working attitude and relationship with all staff; communicates well and demonstrates an interest and caring concern for the residents and their family; must be able to work independently without supervision; demonstrates a flexible, positive attitude; is receptive to change and adapts accordingly; supports the mission and philosophy of The Salvation Army and Agapé Hospice; participates in professional development activities

**REVIEWED AND APPROVED:**

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Registered Nurse

\_\_\_\_\_  
Date

\_\_\_\_\_  
Nursing Lead

\_\_\_\_\_  
Date