



Tehsakotitsén:tha

Kateri Memorial Hospital Centre

P.O. Box 10, Kahnawake, QC J0L 1B0

Tel: (450) 638-3930 Fax: (450) 638-4634

www.kmhc.ca

Internal/External Job Opportunity

Kateri Memorial Hospital Centre is located in the vibrant Mohawk Territory of Kahnawake. We have a 73-bed inpatient facility in a homelike environment and extensive outpatient services. KMHC is dedicated to strengthening the health and well-being of Onkwehshon:'a (people) and providing quality health and preventative care services.

POSITION	Registered Nurse – Long Term Care Indeterminate Full-Time (37.5 hours per week)
JOB SUMMARY	Registered Nurses (RN's) in Inpatient Care must be astute in the recognition of changes in physical condition and mental health of clients. He/she must be compassionate and enjoy providing care to improve the quality of life for the clients/residence. RN's must use best practice measures in the planning of client's/resident's Therapeutic Nursing Plans. RN's are expected to supervise the delivery of personal care provided by the Préposé aux Bénéficiaires (PAB's). Nurses interact with the families and multidisciplinary team to provide clients/residents with quality care from admission to discharge in short-term care and in long-term care, provide residents with quality care that highlights their life goals and aspirations.
REQUIREMENTS	Current licence with the Ordre des Infirmières et Infirmiers du Québec (OIIQ)
SALARY	In accordance with the Quebec Ministry of Health and Social Services (MSSS) reference Code 2471, Group 225: Echelon 1 \$28.13 to Echelon 18 \$45.10 per hour, depending on experience
DEADLINE	Tuesday, August 27, 2024 at 3:30 pm
APPLICATIONS	<u>Please submit a complete application package which includes:</u> <ul style="list-style-type: none">✓ Letter of Intent✓ Resume✓ Proof of Educational Requirements/Copy of Nursing License✓ Provide names and contact information of three (3) Professional References✓ A signed Privacy Waiver along with a photocopy of a valid photo Identification Card

You can find the following documents on www.kmhc.ca/careers:

- Job Description
- Application
- Privacy Waiver

Submit applications to:

kmhc.hr.kahnawake@ssss.gouv.qc.ca

*Please note that preference will be given to Indigenous candidates.
Incomplete submission packages will not be considered.*



TITLE:	Registered Nurse Group 225 Code 2471
DEPARTMENT:	Long-Term Care
SUPERVISOR:	Manager of Long-Term Care
STATUS:	Indeterminate Full-Time
EFFECTIVE DATE:	May 1999
REVISION DATE:	April 2019

JOB SUMMARY

Registered Nurses (RN's) in Inpatient Care must be astute in the recognition of changes in physical condition and mental health of clients. He/she must be compassionate and enjoy providing care to improve the quality of life for the clients/residence. RN's must use best practice measures in the planning of client's/resident's Therapeutic Nursing Plans. RN's are expected to supervise the delivery of personal care provided by the Préposé aux Bénéficiaires (PAB's). Nurses interact with the families and multidisciplinary team to provide clients/residents with quality care from admission to discharge in short-term care and in long-term care, provide residents with quality care that highlights their life goals and aspirations. RN's in short-term care must provide adequate health teaching to ensure clients and their families understand the conditions and needs upon discharge.

RESPONSIBILITIES

- Participates as a team member in providing client/resident care adherent to the individualized care plans
- Participates in the development and delivery of Therapeutic Nursing Plans and individualized care plans (including assessment, planning, implementation and evaluation in accordance to departmental policies and procedures)
- Takes the initiative to learn how to use the equipment that is in use in the department
- Practices nursing according to the Ordre des Infirmières et Infirmiers du Québec (OIIQ) and the Kateri Memorial Hospital Centre Code of Ethics
- Follows Kateri Memorial Hospital Centre's philosophy, policies and procedures
- Annually updates professional licence
- Is a primary nurse for a group of short-term care clients and long-term care residents
- Provides physicians with a complete update on their clients/residents
- Has attitudes and behaviors which assure the provision of safe care and services
- Is vigilant and takes responsibility to ensure a safe environment for all
- Declares all risk situations, near misses or accidents that are witnessed or discovered on Kateri Memorial Hospital Centre premises
- To foster an approach to care that is respectful, compassionate and culturally appropriate and competent, responsive to the needs, values, beliefs and preferences of clients and their family members, supporting mutually beneficial partnerships between clients, families and health care providers

- Work in an environment that honours the wisdom of Indigenous beliefs, language, culture and traditions

DUTIES

Short-Term Care:

- Admission of short-term clients including fall assessments, Braden Scale Assessments, updating the nursing database, assessing the risk of clients leaving without permission, vancomycin-resistant enterococci (VRE) and methicillin-resistant staphylococcus aureus (MRSA) screenings when necessary. Assess the clients who may be a risk for a DVT (deep vein thrombosis)
- Notify the rounding physician immediately if a delirium is suspected
- Elaborates and updates Therapeutic Nursing Plans and Kardex
- Participates in multidisciplinary rounds
- Assists in the discharge planning with the multidisciplinary team, completes discharge forms and follows up with the homecare department when required
- Provides clients and families with health teaching pertinent to clients' conditions and upon discharge

Long-Term Care:

- Performs in-depth assessments of residents needs including assessments of functional abilities, physical health and quality of life factors
- 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
- 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
- Participates in interdisciplinary care planning for their assigned group of residents
- Assures residents' families are competent if and when they provide care, either in the hospital or home setting

Both Short-Term & Long-Term Care:

- Supervises direct care staff
- Recognizes, assesses and acts upon clients'/residents' changes of status
- Appropriately documents assessments and interventions
- Delivers nursing care, such as medication administration, dressing changes, starting intravenous fluids, etc.
- Establishes harmonious relationships with families by including them in assessments, planning and delivery of care when appropriate, and by providing support (education and anticipatory guidance)
- Places clients'/residents' safety first by assisting in the provision of a safe environment for clients/residents, visitors and staff, and playing out his/her role appropriately in emergency situations

- Uses resources judiciously and safely
- Collects data as required
- Participates in the life of the unit in a constructive way, recognizing strengths and weaknesses and working on solving unit problems
- Assists with teaching and supervising nursing staff with less experience or preparation
- Promotes the economical and safe use of equipment and supplies
- Assists with the interpretation of hospital policies and community facilities to clients/residents and visitors
- Assists physicians as needed
- Assists in keeping the nursing unit clean, including medication stock areas, carts and office spaces

Nurse in Charge Duties:

- Administers the unit on evening, weekend and night shifts
- Ensures that sufficient staff is scheduled to work and that breaks are covered adequately
- Ensures assignments of PAB's are adjusted as deemed necessary, in regard to admissions and discharges
- Assesses clients'/residents' health statuses
- Provides assistance to other nurses as required

SUPERVISORY RESPONSIBILITIES

- Directly supervises PAB's that are responsible for the same clients/residents
- Plans, assigns and directs work
- Addresses complaints and resolves problems
- Carries out supervisory responsibilities in accordance with KMHC policies

QUALIFICATIONS/REQUIREMENTS

Education/Experience:

Current licence with the Ordre des Infirmières et Infirmiers du Québec (OIIQ)

Language Skills:

Able to read, analyze and interpret general professional journals and technical procedures

Able to document clearly, effectively present information and respond to questions from managers, clients/residents and families

Demonstrate excellent communication and interpersonal skills with the ability to supervise others

Reasoning Ability:

Able to carry out detailed written and verbal instruction

Able to define problems, collect data, establish facts and draw valid conclusions

Demonstrate excellent organizational skills

Physical Demands:

Regularly required to stand, squat, kneel, bend and walk

Frequently lift, push and/or move varied client/resident body weights and frequently lift and/or move equipment up to 20 pound

Other Qualifications:

Demonstrated ability to communicate effectively with Indigenous people, including sound knowledge and understanding of issues impaction mental, emotional, physical and spiritual health in contemporary society

The commitment to learn about Indigenous culture and language to better understand and serve the clients

The employee shall perform the services outlined in the above job description, including any related or incidental duties and responsibilities that may be assigned to him/her at any given time.

Incumbent

Date

Manager