



KINSMEN LODGE

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Registered Nurse (RN)

About Us

Kinsmen Lodge is a non-profit complex care home, proudly serving the diverse and varied population of the Surrey community. We are committed to Honoring Elders with a loving and holistic approach to healthcare services.

Vision

Foster a culture that eliminates the plagues of loneliness, helplessness, and boredom.

Core Values

- **RESPECT:** We respect each Elder as a human being with feelings and needs.
- **DIGNITY:** We recognize Elders' need to be cared for with sensitivity and understanding.
- **INDEPENDENCE:** We value our Elders' right to make personal decisions within their capacity.
- **COMPASSION:** We treat each Elder as a unique individual and provide care that addresses their physical, mental, spiritual, and emotional needs.
- **QUALITY CARE:** We are a qualified care team that strives to establish and prescribe to best practices in Eldercare.
- **SAFETY:** We maintain high standards of safety and comply with all applicable legislation.

Visit our website for more information: <https://kinsmenlodge.ca/>

Job Summary

In accordance with the British Columbia College of Nurses and Midwives (BCCNM) Standards of Nursing Practice and the Mission and Values of Fraser Health, the Registered Nurse (RN) works collaboratively and in partnership with the interdisciplinary team in the provision of person-centered care to diverse populations. This includes promoting Resident choices, individualized care plans, encouraging Resident and family involvement in care decisions and supporting continuity and consistency of care. Utilizing an outcome-oriented approach and reflecting evidence-informed practice, the RN provides direct nursing care designed to meet the needs of Residents and their families. Works in partnership with Clinical Resource Nurse (CRN), Licensed Practical Nurses (LPNs),

Health Care Attendants (HCAs) and other members of the interdisciplinary team by sharing information, demonstrating and/or providing guidance on clinical care.

Responsibilities

1. Provides person-centered, direct nursing care (including wound care, dementia care and palliative care) and develops care priorities in accordance with established policies, procedures and standards of nursing practice. Modifies care plans as needed, initiates immediate treatment if required and communicates changes to interdisciplinary team members in a timely and appropriate manner.
2. Monitors, records and reports of symptoms and changes in Resident's conditions.
3. Works collaboratively and in partnership with the interdisciplinary team to identify current or potential care concerns and strengths, plans interventions; documents and performs planned interventions and evaluates outcomes, as required.
4. Regularly observes the work of HCAs to assess their performance and provides direction where necessary. Escalate concerns to the Care Services Manager when performance issues persist or are significant enough to warrant further action
5. Administer medications prescribed by Physicians and documents the effectiveness of their treatment.
6. Demonstrates skill in performing RN autonomous scope of practice and standards of care including wound care, ostomy care, tube feeding, oxygen therapy, infection control, isolation protocols, and outbreak protocols.
7. Collects information from a variety of sources using skills of observation, communication and physical assessment to enable the provision of quality care.
8. Maintains accurate, detailed reports and records of Resident's vital signs and conditions.
9. Documents relevant observations, assessments and interventions; including Resident and family teaching and evaluation of care using appropriate technological tools (for example, Point Click Care).
10. Communicates Resident assessments and changes to Physicians, CRN, and the interdisciplinary team. Participates in care planning supporting decision making and person-centered care.
11. Acts as an advocate to protect and promote Resident's rights to autonomy, respect, privacy, dignity, diversity and access to information in accordance with the Residents' Bill of Rights.
12. Works in partnership with LPNs and other interdisciplinary team members by sharing information, demonstrating and/or providing guidance on clinical tasks, consulting with staff, reassigning clinical/health related tasks when necessary and providing verbal input into staff performance, when requested.
13. Participates in the orientation and ongoing education of students and others, including LPNs, HCAs and other members of the interdisciplinary team by providing information and acting as a preceptor, mentor and support as requested.
14. Participates in quality improvement activities by gathering information, providing input into proposed policies and revisions of current policies.
15. Responsible for processing laboratory requisitions as directed by the Physician. Responsibilities includes receiving orders, verifying orders, filling out requisition forms, informing the Resident, preparing the Residents for sample collection, assisting in collection, labelling samples, documenting the collection of samples, retrieving results, notifying the Physician regarding the

results, Resident/family communication about their results and further instructions from the Physician, and coordinating with laboratory technicians.

16. Provides feedback on clinical protocols and procedures. Supports advanced clinical practice by identifying research needs and participates in research according to established guidelines.
17. Maintains a safe working environment by following health and safety guidelines, ensuring equipment is in safe working condition, reporting unsafe, hazardous conditions and suspected Resident abuse; completes reports and assists with investigation and follow up as necessary. Complies with WorkSafe BC requirements including completing safety audits at assigned units.
18. Provides input to the Manager/delegate regarding the identification and need for supplies and equipment, future needs of the neighbourhood and monitoring of product use.
19. Performs other related duties as assigned.

Qualifications

- Graduation from a recognized program for Bachelor of Science in Nursing and a current Registered Nurse license with BC College of Nurses and Midwives (BCCNM)
- Current Basic Life Support first aid certificate (Occupational First Aid OFA Level 1)
- One-year experience as a practicing RN, preferably in Complex Care or equivalent combination of education, training and experience.
- Proficient computer skills (e.g., Microsoft Outlook, Point Click Care, EMAR)

Unionized Site

- BC Nurses' Union in place

Job Type

- Casual

Salary

- \$40.21-\$57.78 per hour

Benefits

- Onsite parking

Education

- Bachelor's Degree (required)

License/Certification

- Practicing RN license with BCCNM in good standing (required)
- Basic Life Support First Aid Certification (required)

Application Questions

- Are you available to work 3-4 shifts per week?
- How many years of experience do you have working in a Canadian long-term care home?

Please provide the name of your role(s) and a brief summary of your responsibilities.

Work Location:

- In person