

**Benchmark Title****RESIDENCE NURSE (R.N. or R.P.N.)****Job Summary**

Provides nursing care to residents with mental and/or physical disabilities, emotional, behavioural, medical and other problems in a residential setting.

**Key Duties and Responsibilities**

1. Manage a caseload of residents with a variety of medical, mental, behavioural and/or learning problems. Plans and evaluates nursing care and therapies of assigned residents; consults with physicians, professional therapists, social workers and other professionals.
2. Performs nursing care to residents such as administering prescribed medications and treatments and observing, recording and reporting symptoms and changes in residents' conditions.
3. Provides guidance to residents and their families and/or caregivers in health care and treatment including details in home care.
4. Encourages residents to participate in rehabilitation, work functions, recreational, community and other activities to build self-confidence and to develop life skills and relationships with others. Evaluates residents' adjustment to the community and general progress.
5. Trains support staff to carry out individual health care procedures, such as medication administration, in accordance with relevant regulations and established internal procedures.
6. Maintains resident records and provides reports as required. Maintains related equipment and supplies.
7. Performs other related duties as required.

**Qualifications***Education and Knowledge*

Three-year diploma in Nursing, plus registration with RNABC or RPNABC.

*Training and Experience*

One (1) year recent related experience.

Or an equivalent combination of education, training and experience.

# COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN

## RATING RATIONALE

**BENCHMARK TITLE:**     **Residence Nurse**

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires 3-year diploma in nursing and registration with the Registered Nurses' Association of British Columbia (RNABC) or the Registered Practical Nurses' Association of British Columbia (RPNABC)	5	94
2	Training and Experience – Requires 1 year recent related experience	3	75
3	Physical Demands – Once in a while, pushes, pulls, lifts or carries clients in awkward positions	5	35
4	Concentration – Often observes clients to interpret symptoms and changes in conditions to plan and evaluate nursing care and therapies	6	50
5	Independence – Guided by nursing standards; applies accepted work methods to plan and evaluate individual patient care and therapies	5	71
6	Judgement – Judgement required to identify symptoms and changes in clients' conditions and evaluate and modify nursing care and therapies accordingly	6	86
7	Leadership/Supervision – Trains support staff to carry out individual health care procedures	3	60
8	Accountability – Work performed and decisions made have direct impact on final service provided; work is evaluated for compliance to nursing standards	5	71
9	Communication – Secures the cooperation of clients, some of whom may not be cooperative when receiving nursing care	5	71
10	Care of Individuals – Work involves providing individualized nursing care plans, direct nursing care and remedial treatments	4	40
11	Environment/Working Conditions – Often exposed to highly undesirable working conditions in the form of bodily fluids and/or waste	6	50
<b>Total Points</b>			<b>703</b>