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## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	REGISTERED NURSE
<b>DEPARTMENT:</b>	ACUTE CARE & PERSONAL CARE HOME PROGRAM
<b>CLASSIFICATION:</b>	REGISTERED NURSE II
<b>UNION:</b>	MNU

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## REPORTING RELATIONSHIPS

<b>POSITION REPORTS TO:</b>	CLINICAL TEAM MANAGER, NURSING SUPERVISORS, CLINICAL RESOURCE NURSE
<b>POSITIONS SUPERVISED:</b>	NOT APPLICABLE

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## POSITION SUMMARY

The Registered Nurse provides comprehensive nursing care to patients/ residents /clients in accordance with established standards, policies, and procedures. The Registered Nurse provides clinical direction to Health Care Aides, Unit Clerks, other RN IIs and LPNs when the RN is assigned charge responsibilities. The Registered Nurse recognizes and fulfills their professional responsibilities by practicing in a manner consistent with professional obligations to take actions as per the Canadian Nurses Association Code of Ethics for Registered Nurses and Registered Psychiatric Nurses, The College of Registered Nurses of Manitoba Standards of Practice for Registered Nurses, The College of Psychiatric Nurses of Manitoba Standards of Psychiatric Nursing Practice, the scope of practice as defined by the Registered Nurses Act, and the Registered Psychiatric Nurses Act, and other Provincial and Federal legislation. The position of Registered Nurse functions in a manner consistent with, and supports the Mission, Vision and Values of the Interlake-Eastern Regional Health Authority.

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## ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

### **Responsibilities:**

1. The Registered Nurse is required to practice in accordance with the following to their level of scope of practice, expertise, training and experience.

- The Regulated Health Professions Act (RHPA) or the Registered Psychiatric Nurse Act of Manitoba.
  - The Practice Expectations/Standards of Practice (CRNM or CRPNM)
  - Entry level competencies for RNs or RPNs
  - Professional Code of Ethics (Canadian Nurses Act (CNA))
2. Obtain and maintains the relevant competencies for the position offered by Interlake-Eastern RHA.
  3. Sundry duties as assigned.

**A. Patient Safety**

- Performs in a manner that enhances patient safety;
- Participates in and supports the region’s Patient Safety Initiatives and Programs;
- Reduces, to a degree that is reasonably practical the rate of adverse events by learning to anticipate and manage them, to reduce the likelihood and severity of their occurrence;
- Studies adverse events in detail and understand how they arise;
- Feeds this knowledge into the design of processes, professional practice and systems;
- Redesigns systems to make Interlake-Eastern RHA more resilient to the inherent risks, hazards, and harms of “doing business”.

**B. Continuous Quality Improvement**

- Participates in the region’s Continuous Quality Improvement Program and Accreditation Program.
- Participates in accreditation and complies and promotes practices to achieve accreditation in good standing with Accreditation Canada.
- In collaboration with the Regional Personal Care Home program, participates in and completes documentation required by Manitoba Health PCH Standards to obtain PCH licensure.

**C. Environmental Management**

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Prevention and Control Guidelines;
- Obeys all safety and health rules and follows recommended Safe Work Procedures;
- Co-operates with the Workplace Health & Safety Committee as necessary;
- Demonstrates a working knowledge of Workplace Hazardous Materials Information systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS);
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health programs including the Fire, Disaster and Evacuation plan;
- Participates in the development of Safe Work Procedures.

**D. Education/ Inservice/ Professional Development**

- Attends all mandatory educational sessions Required Certification / Required Education Policy GA 11-50.
- Collaborates with inservice education programs to identify, plan and facilitate implementation and evaluates orientation and staff development programs;
- Promotes the goals and objectives of educational programs established by the region;
- Maintains and updates knowledge of new developments in departmental areas through journal reviews, interest groups, lectures, and committee work;
- Serves as a resource to staff and other health care professionals;
- Maintains and updates professional & management skills through continuing education programs, literature reviews, interest groups, and lectures;
- Maintains professional and management linkages/networks with peers.

**E. Committee Participation**

- Participates on appropriate committees as requested.
- Participates in regular staff meetings.

**F. Communications**

- Communicates with co-workers both individually and as a group to promote efficient operation and high morale.
- Communicates with co-workers in achieving efficient operation of the department/program.
- Communicates with co-workers in promoting inter-program, inter-departmental and regional operations.
- Demonstrates respectful communication at all times.
- Pursuant to the Regional Health Authority Act, Interlake- Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

**OTHER**

- Performs other duties as assigned.
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**QUALIFICATIONS****EDUCATION/CERTIFICATION:**

- Active practicing licensure with the College of Registered Nurse of Manitoba, or College of Registered Psychiatric Nurses of Manitoba or eligible for active practicing licensure with the College of Registered Nurses of Manitoba (CRNM), or College of Registered Psychiatric Nurses of Manitoba (CRPNM)
- Current Basic Life Support (BLS) Training – as delineated in Interlake-Eastern RHA Required Certification/ Required Policy GA 11-50

**REQUIRED KNOWLEDGE:**

- Knowledge, competence and ability to demonstrate clinical nursing skills and concepts in accordance with practice and nursing standards
- Basic knowledge and skills to work with computers, and electronic software programs

**EXPERIENCE REQUIRED:**

- Experience in geriatrics and dementia care preferred (for Personal Care Home program sites only)
- Experience in mental health/addictions care preferred (for Medical Withdrawal Management Services only)

**SKILLS/COMPETENCIES:**

- Ability to make effective decisions regarding nursing care
  - Demonstrated effective problem solving, organizational skills and the ability to work independently and collaboratively
  - Demonstrated critical thinking skills
  - Demonstrated communication skills
  - Ability to maintain positive working relationships with co-workers and clients
  - Completes and maintains a satisfactory pre-employment security check
  - Physical ability to perform the job
  - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
  - Proficiency of both official languages is essential for target and designated bilingual positions.
  - Satisfactory employment record.
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**WORK CONDITIONS**

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
  - May be required to travel throughout the region as duties may require.
  - No hazardous or significantly unpleasant conditions.
  - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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**WORKPLACE SAFETY AND HEALTH**

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring adherences to Workplace Safety and Health Regulations and Policies, Infection Control Guidelines, WHMIS and Safe Work Procedures. Immediately investigates and recommends corrective action on any unsafe acts, work conditions, incidents, near misses, injuries or illnesses.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

**PATIENT SAFETY**

- Ensures patient safety and patient safety activities are emphasized throughout orientation, training and ongoing performance evaluation and mentoring. Supports an environment

which avoids, prevents and corrects all activities or actions which may result in an adverse outcome in the delivery of health care services. Patient safety is a standing item for all individual and departmental meetings.

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Created: \_\_\_\_\_  
Date

Revised: \_\_\_\_\_  
January 2023  
Date

Approved by: \_\_\_\_\_  
Regional Manager/ Supervisor \_\_\_\_\_  
Date

Approved by: \_\_\_\_\_  
Regional Lead/ CEO \_\_\_\_\_  
Date

Reviewed by: \_\_\_\_\_  
Regional Lead, Human Resources \_\_\_\_\_  
Date

*Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.*

*All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.*

## Appendix A

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The following Nurse II positions require “Current Basic Life Support (BLS) Training” as delineated in the Interlake-Eastern RHA policy on Required Certification / Required Education Policy GA 11-50

## Appendix B

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### Selkirk District Hospital

1. Emergency
  - Successful completion of an accredited Emergency or Critical Care Course
  - One (1) year Emergency Room experience as a Registered Nurse in the last three (3) years
2. Special Care Unit (SCU)
  - Successful completion of an Accredited Critical Care/ICU Nursing Program
  - One (1) year experience in an active Special Care Unit or Coronary Care Unit as a Registered Nurse within the last three (3) years
3. Operating Room/ Endoscopy
  - Current related perioperative nursing experience with completed OR training required or successful completion of an accredited program in Operating Room Nursing
  - Applicants without previous Operating Room training/experience must successfully complete the AORN Periop 101 on-line course within three (3) months of date of employment
  - Endoscopy experience required
  - Current certificate in Procedural Sedation preferred
  - ACLS education required or successful completion within three (3) months of employment
4. Obstetrics
  - One (1) year experience in Maternal-Child nursing as a Registered Nurse within the last three (3) years; or have successfully completed an accredited Midwifery Program
5. Cancer Program
  - Successful completion of WRHA or CCMB Program Orientation required or successful completion within 6 weeks of employment
  - Long Distance Oncology Course – Foundations in Oncology through De Souza, Ontario or equivalent required or completion within 12 months of employment
  - Recent related experience is an asset (up to 2 years of experience may be required or preferred)
  - Recent related up to 2 years’ experience in emergency, medicine, or surgery nursing is required
  - Recent related demonstrated experience in Oncology setting is preferred

6. Renal Program
  - Successful completion of the Manitoba Nephrology Nursing Course
  - One (1) year experience in a Renal Program as a Registered Nurse within the last three (3) years.
  
7. Surgery
  - One (1) year experience in the last five (5) years in an Acute Care Setting required. Experience in rural nursing and/or medical/surgical nursing preferred.
  - Pre-anesthetic clinic and assessment experience an asset.
  
8. Medicine
  - One (1) year experience in the last five (5) years in an Acute Care Setting required. Experience in rural nursing and/or medical/surgical nursing preferred.
  
9. Day Surgery/ Post Anesthesia Care Unit
  - Two (2) years experience in the last five (5) years in Critical Care Setting required (PACU, ICU, ER, UC or equivalent)
  - Recent relevant experience in Day Surgery preferred
  - Experience in rural nursing and/or medical/surgical nursing preferred
  - Current certificate in Procedural Sedation preferred
  - Knowledge of pre and post-operative care of patients preferred
  - ACLS education required or successful completion within three (3) months of employment
  
10. Pre-Anesthesia Clinic/ Endoscopy Central Intake
  - Two (2) years experience in the last five (5) years in Acute Care Setting required, experience in rural nursing and/or medical/surgical nursing preferred
  - Previous Pre Anesthetic Clinic experience preferred
  - Required Knowledge:
    - medications and impact to procedures and surgeries
    - diagnostic requirements required before and following surgical and procedural interventions
    - medical conditions and impact to surgery and procedures
    - anesthetic approaches utilized for the various procedures and surgeries with impact to patient
    - expected preoperative preparation, intraoperative, and postoperative outcomes
    - postoperative and post discharge medication including length of course

### **Beausejour and District Hospital**

1. Emergency / General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred
  - Must be proficient in Conscious Sedation patient monitoring
2. Endoscopy
  - Successful completion of conscious sedation learning package

### **Gimli – Johnson Memorial Hospital**

1. Emergency / General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred
2. Hemodialysis (Renal Program)
  - Successful completion of the Manitoba Nephrology Nursing Course
3. Chemotherapy (Cancer Care Program)
  - Successful completion of WRHA or CCMB Program Orientation required or successful completion within 6 weeks of employment
  - Long Distance Oncology Course – Foundations in Oncology through De Souza, Ontario or equivalent required or completion within 12 months of employment
  - Recent related experience is an asset (up to 2 years of experience may be required or preferred)
  - Recent related up to 2 years experience in emergency, medicine, or surgery nursing is required
  - Recent related demonstrated experience in Oncology setting is preferred

### **Pine Falls Hospital**

1. Emergency / General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred
2. Hemodialysis (Renal Program)
  - Successful completion of the Manitoba Nephrology Nursing Course

### **Pinawa Hospital**

1. Emergency / General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred
2. Chemotherapy (Cancer Care Program)
  - Successful completion of WRHA or CCMB Program Orientation required or successful completion within 6 weeks of employment
  - Long Distance Oncology Course – Foundations in Oncology through De Souza, Ontario or equivalent required or completion within 12 months of employment



- Recent related experience is an asset (up to 2 years of experience may be required or preferred)
- Recent related up to 2 years experience in emergency, medicine, or surgery nursing is required
- Recent related demonstrated experience in Oncology setting is preferred

#### **Stonewall Hospital**

1. Emergency / General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred

#### **Teulon – Hunter Memorial Hospital**

1. Emergency /General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred

#### **Ashern – Lakeshore Hospital**

1. Emergency /General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred
2. Hemodialysis (Renal Program)
  - Successful completion of the Manitoba Nephrology Nursing Course

#### **Arborg Hospital**

1. Emergency General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred
2. Hemodialysis (Renal Program)
  - Successful completion of the Manitoba Nephrology Nursing Course

#### **Eriksdale Hospital**

1. Emergency / General Nursing Area
  - Minimum of 1 year clinical experience in past 5 years specific to Acute Care Setting required
  - Experience working in a rural facility or emergency nursing preferred

#### **Hodgson and Berens River Dialysis**

1. Hemodialysis (Renal Program)
  - Successful completion of the Manitoba Nephrology Nursing Course

## Appendix C

Certification Courses as per Interlake-Eastern RHA Required Certification / Required Education Policy GA 11-50

Course	Training Required
BLS – Level C	All Nurse IIs working in ERs and designated / Special Care Units (SCU) including Acute Care facilities with open Emergency Departments (ED)
Advanced Cardiac Life Support (ACLS) Provider (P) and Renewal (R)	All Nurse IIs working in ERs and designated /Special Care Units including Acute Care facilities with open ED
Acute Care Nurse Orientation (ACNO)	All Nurse IIs working in ERs including Acute Care facilities with open Emergency Department (ED).
Canadian Triage and Acuity Scale (CTAS)	All Nurse IIs working in all Acute Care facilities with an open ED
American Association of critical care nurses (AACN) essentials of critical care Orientation (ECCO)	All Nurse IIs working in the Selkirk ED
Neonatal Resuscitation Provider (NRP)	Nurse IIs in Selkirk Obstetrics program
Introduction to Fetal Heart Monitoring (Online course)	All Nurse IIs in Selkirk Obstetrical Unit
Intermediate Fetal Heart Monitoring Course	Nurse IIs in Selkirk Obstetrical Unit
AORN Peri-op Program Certificate Course	All Nurse IIs in Selkirk Operating Room
Successful completion of WRHA or CCMB Program Orientation required or successful completion within 6 weeks of employment	All Nurse IIs in all acute care facilities working in a Cancer Care Program
Long Distance Oncology Course – Foundations in Oncology through De Souza, Ontario or	All Nurse IIs in all acute care facilities working in a Cancer Care Program

equivalent required or completion within 12 months of employment	
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