

Alzheimer Society

DURHAM REGION

Title:	Registered Practical Nurse
Status:	Full-time (35 hours per week)
Reports to:	Manager, MINT Memory Clinic
Supervises:	Placement Students (occasional)

Position Summary:

The Alzheimer Society of Durham Region ("ASDR") is a non-profit, charitable organization that supports people living with dementia, other neurocognitive conditions, and their care partners and families. This Registered Practical Nurse (RPN) position focuses upon ASDR's MINT Memory Clinic Team which utilizes an interdisciplinary approach to support dedicated primary-care led memory clinics in both Durham Region and Scarborough.

This mobile Multi-Speciality Inter-Professional Team supports patients and physicians during clinical assessments for the early detection and diagnosis of dementia or related cognitive concerns, and provides follow-up with patients and their own primary care provider. The MINT Team collaborates with specialized geriatric services including geriatric and geriatric mental health services, community support services, and other health and social service providers to support people diagnosed with dementia to retain their dignity, independence and function and remain living at home as long as possible.

The RPN is responsible to conduct client assessments, provide patient and family education, advocacy, develop interventions and coordinate care planning for clients, caregivers, and their families. The MINT Memory Clinic RPN combines geriatric assessment clinical competencies with discipline specific knowledge to support the diagnosis of memory related problems as well as connection to resources and supports for persons with dementia and families.

Responsibilities:

Service Delivery Responsibilities:

- Works to full RPN scope of practice
- Participates in inter-professional Primary Care Memory Assessment as a "Geriatric Assessor," including such activities as:
 - Review of referrals
 - Identify patient/family goals
 - Gather and record data within all domains of the assessment
 - Apply a strength-based approach to patient and family interactions and interviews
 - Liaise with the inter-professional team and primary care provider

- Utilizes physical and behavioural assessment skills for evaluating dementias, cognitive impairments, depressions, and deliriums, mental health and addictions
- Applies critical thinking and problem solving skills for the early detection, intervention, and treatment of cognitive impairment and expressions of personal behaviours
- Supports the care of patients experiencing personal behavioural and psychological expressions of dementia; demonstrates a good understanding of non-pharmacological and therapeutic behavioural approaches.
- Demonstrates knowledge of best practices for dementia, delirium, depression, personal expressions, and mental health issues and the effect on clients, families, and caregivers.
- With the inter-professional team, coordinates and monitors self-directed patient caseloads.
- Utilizes evidence-informed practices to support the patient-family dyad.
- Demonstrates excellent interpersonal skills such as collaboration, respect, and communication when interacting with patients, family members, and other members of inter-professional teams, including community and primary care team members.
- Uses strategies to catalyze, foster, and enhance collaboration and communication amongst partners in care.
- Works independently and co-operatively in a busy interdisciplinary environment.
- Proficiency in electronic health records and maintaining accurate EHR and organizational database records.
- Effectively advocates for patient care and assists patients and their care partners in navigating the healthcare and social service system. Liaises with necessary community services and providers that offer additional support to patients and their care partners.
- Makes referrals to Alzheimer Society programs and services through the Alzheimer Society's First Link® program and other social service and healthcare organizations.
- Assists with the co-facilitation of ASDR educational workshops.

Administrative/Organizational Responsibilities:

- Commits to continuous improvement and professional development concerning the RPN role.
- Informed of and committed to knowledge exchange as a means of continuous quality improvement, education and capacity building in the individual, team, organization, and system.
- Maintains accurate statistical data and reports on a timely basis.
- Participates in the evaluation of interventions and program evaluation to ensure the quality of service provision.
- Participates in all ASDR staff training and meetings.
- Maintains current knowledge of dementia research, care and relevant services in Durham Region and Scarborough.
- Promotes health and safety, equity, and inclusion of patients/clients, staff, and self.
- Represents the MINT Team or ASDR on community committees as assigned.
- Participates and commits to key agency annual fundraising events as required.
- Other duties as determined from time to time.

Qualifications:

Education

- Diploma, Registered Practical Nurse with Medication Certificate or with full scope of practice
- Current registration as an Registered Practical Nurse in good standing with the College of Nurses of Ontario

Experience

- Minimum three (3) years demonstrated experience working with older adult population in an RPN role
- One (1) year recent experience as an RPN in community care or primary care setting is preferred

Other Knowledge, Skills, Abilities, or Certifications:

- Training in P.I.E.C.E.S™ Gentle Persuasive Approaches, U-First!®, Montessori Method
- Additional Behavioural Support Ontario (BSO) trainings is an asset
- Current CPR-C and Standard First Aid Certificates
- Comprehensive knowledge of Alzheimer's disease, related dementias, and geriatric conditions
- Demonstrated experience in assessment and care planning
- Previous community or primary care experience is an asset
- Sensitive to the cultural needs of patients from various ethnic groups
- Well-developed analytical, problem-solving, decision-making, change management and organizational skills.
- Excellent interpersonal and communication (written and verbal) skills
- Demonstrated collaborative team work skills, and the ability to work independently and co-operatively in a busy interdisciplinary environment
- Demonstrated ability to work with professionals from a variety of disciplines, and liaise with internal and external stakeholders
- Knowledge of community resources (social, legal, health and financial) in Durham Region and Scarborough
- Ability to use discretion, judgment and tact in handling sensitive/confidential information/situations.
- Excellent computer/digital literacy and proficiency in Microsoft Office, video conferencing platforms, and client database software
- Fluency in English, both spoken & written, is required
- Fluency in French and/or a language such as Cantonese, Mandarin, Tamil, Korean or other South Asian language is preferred
- Demonstrated satisfactory work performance and attendance history
- Criminal Record check including a Vulnerable Sector Screening required
- Ability to work evenings and weekends as required to meet the demands of the program and the Agency.
- Proof of Professional Liability Insurance is required

Travel

- Must possess a valid driver's license and have regular access to an insured vehicle as the position requires travel throughout Durham Region

Physical Demands

- No special physical demands are required beyond the performance of general office duties

TO APPLY:

- Please submit your application to **jobs@alzheimerdurham.com** quoting “RPN” in the subject title.

No phone calls please. We thank you for your interest in applying to the Alzheimer Society of Durham Region; however, only candidates selected for an interview will be contacted.

The Alzheimer Society welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

The Society requires that you be fully vaccinated for COVID-19, subject to any accommodation obligations it may have under human rights legislation.

Disclaimer

This job description indicates the general nature and level of work expected. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required by the incumbent. Incumbent may be asked to perform other duties as required.

Approved: October 2022