
FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

Job Family: Patient Care

Class Series: Nursing Assistants

Grid: SA26

Class Title: Licensed Practical Nurse

I. Level Definition

Positions at this level assess, plan, implement and evaluate nursing care for their work assignment in accordance with competency guidelines within the standards of practice as outlined by the College of LPNs of BC and current legislative scope of practice.

II. Typical Duties

- (1) Assesses and monitors patient/resident/family's actual and potential strengths and limitations including physiological, psychological, socio-cultural, and spiritual needs. Where appropriate, encourages patient/resident participation in activities of daily living.
- (2) Contributes to the development and modification of the individualized plan of care, including attending and providing input into multidisciplinary care planning meetings and family conferences.
- (3) Performs nursing care and procedures and evaluates outcomes; records observations and reports problems and/or changes to designated staff. Administers medications to assigned patients/residents according to policies and procedures.
- (4) Performs admissions, discharges, and transfers of patients/residents according to facility operating policies and procedures.
- (5) Documents and updates information about patient's/resident's condition, care and nursing procedures.
- (6) Provides personal care to patients/residents, assists patients/residents with meals, accompanies patients/residents within the facility and during outings and social activities to provide assistance as required.
- (7) Performs other related duties as assigned.

III. Qualifications

(1) Education, Training and Experience

Graduation from a recognized program for Practical Nurses or an equivalent combination of education, training and experience. Current full practicing licensure with the College of Licensed Practical Nurses of B.C. (CLPNBC).

(2) Skills and Abilities

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to organize work.
- (v) Ability to operate related equipment.