

**New**

Ministry

Assisted Living and Social Services**Describe: Basic Job Details****Position**

Position ID

Position Name (200 character maximum)

Registered Nurse (MH2)

Requested Class

Medical and Health 2

Job Focus

Supervisory Level

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

**Employee**

Employee Name (or Vacant)

**Organizational Structure**

Division, Branch/Unit

 Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Supervisor's Current Class

**Design: Identify Job Duties and Value****Job Purpose and Organizational Context**

Why the job exists:

The Medical & Health 2 (MH2) provides clinical leadership, direct nursing care, and coordinates multidisciplinary health services for residents in direct operations facilities. This role ensures high quality, person centered care while supporting staff, maintaining safety standards, and promoting a healthy living environment for residents.

**Responsibilities**

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

Clinical Coordination & Care Planning

- Lead transfer of care planning for individuals transitioning from acute care, long term care, hospice, or other care settings.
- Develop comprehensive medical care plans and dietary care plans in consultation with medical professionals that are tailored to individual needs.
- Adjusts care plans to reflect changing medical needs.
- Liaise with medication professionals to develop specialized protocols, including tube feeding, insulin,

seizure and oxygen protocols.

- Create and maintain PRN protocols in alignment with best practices and physician direction.
- Make referrals to hospice care when appropriate and ensure continuity of support during end of life transitions.
- Liaison with Guardians to provide medical information and obtain the necessary consents.

#### Infection Control & Outbreak Management

- Serve as the primary liaison with the Centre for Disease Control regarding infection control issues and outbreak response.
- Implement recommended infection prevention and control measures and ensure staff compliance.
- Coordinate testing and submission of samples.
- Provide updates to resident doctors as needed for medication follow up - e.g. Tamiflu

#### Clinical Oversight & Supervision

- Provide direct supervision and clinical guidance to Medical & Health 1 (MH1) and Health Care Aide staff.
- Ensure adherence to established clinical standards, procedures, and organizational policies.

#### Incident Review & Quality Assurance

- Review incident reports, including medication errors, adverse events, and other health related events to identify and action preventative measures.
- Conduct follow up investigations as required and inform management of necessary corrective actions.
- Participate in continuous quality improvement efforts to enhance safety and care outcomes.

### **Problem Solving**

Typical problems solved:

#### Managing Complex Health Conditions

- Determining appropriate nursing interventions for individuals with multiple or unstable medical conditions.
- Coordinating care with physicians, pharmacies, labs, and external health providers when health statuses change.

#### Responding to Medical Crises

- Making rapid, informed decisions during emergencies such as respiratory distress, seizures, choking, or sudden deterioration.
- Directing staff during crisis situations to ensure safety and effective intervention.
- Liaison with EMS

#### Ensuring Medication Accuracy

- Identifying discrepancies in medication orders, deliveries, or administration records.
- Investigating medication errors or adverse reactions and implementing corrective actions.

#### Providing Clinical Supervision Supports to HCAs and MH1 staff

- Consultation and guidance for Activities of Daily Living Plans
- PRN assessments
- Training and coaching
- Orienting HCAs to care plan changes
- Performance agreement input
- Collaboration with administrative supervisors (R2)

#### Educating Guardians

- Providing medical information, explaining procedures and obtaining the necessary consents.

Types of guidance available for problem solving:

#### Guidance from the Medical & Health 3 (MH3) - Nurse Supervisor

- The MH3 provides clinical oversight, direction, and consultation for complex or high-risk medical situations.
- Offers guidance on interpretation of policies, procedures, and clinical standards.
- Supports decision-making related to unusual incidents, complex care planning, or situations requiring escalation.
- Provides mentorship, coaching, and clarification for nursing practices.

- Reviews and approves specialized protocols when required (e.g., PRN protocols, complex care plans).  
Physician Orders & External Clinical Specialists
- Physicians, nurse practitioners, pharmacists, dietitians, respiratory therapists, and other specialists provide direct clinical guidance for individual care needs.
- External professionals support the development of specialized orders such as tube-feeding regimens, insulin protocols, and oxygen therapy plans.

Direct or indirect impacts of decisions:

### Direct Impacts

Decisions made by the MH2 have immediate and measurable effects on:

- Resident Health & Safety: Clinical decisions directly influence residents' physical well-being, stability, and risk of medical complications.
- Quality of Nursing Care: Choices regarding interventions, care plans, and specialized procedures affect the accuracy, safety, and effectiveness of clinical care.
- Medication Safety: Decisions related to medication administration, error responses, and protocol development directly impact medication accuracy and resident safety.
- Infection Control: Actions taken during outbreaks or infection-control concerns immediately affect the spread of illness and the safety of residents and staff.
- Shift Operations: ensuring the required clinical supervision is available to HCAs
- Staff Performance: Coaching, and practice guidance directly influence staff competency, confidence, and adherence to clinical standards.
- Incident Management: How the MH2 investigates and responds to incidents directly impacts resident safety, documentation quality, corrective, and preventative actions.

### Indirect Impacts

The MH2's decisions also create broader, longer term effects on:

- Resident Quality of Life: Effective care planning, advocacy, and communication with families indirectly shape residents' emotional wellbeing, independence, and overall life experience.
- Team Culture & Morale: Leadership style, coaching, and conflict-resolution approaches influence team cohesion, trust, and workplace satisfaction.
- Continuity of Care: Decisions about care plans, training, and communication indirectly affect the consistency and reliability of 24 hour care delivery.
- Organizational Risk & Liability: Accurate documentation, adherence to protocols, and appropriate incident follow-up reduce organizational exposure to risk.
- Public Health Compliance: Collaboration with the Centre for Disease Control and adherence to infection control standards indirectly support compliance with public health regulations to prevent outbreaks and support resident wellness.
- Reputation of the Program: Professional communication with families, guardians, and external providers contributes to the organization's credibility and community trust.
- Long Term Care Outcomes: Development of care plans, PRN protocols, and specialized orders indirectly influence long-term health trajectories for residents.

## Key Relationships

Major stakeholders and purpose of interactions:

### Residents

- Purpose: Provide direct nursing care, assess health status, develop care plans, respond to medical needs, and support overall quality of life.

### Families, Parents, and Guardians

- Purpose: Communicate health updates, discuss care plans, address concerns, support decision making, and ensure person centered care that respects family involvement.

**Required Education, Experience and Technical Competencies**

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Bachelor's Degree (4 year)	Science		

If other, specify:

Job-specific experience, technical competencies, certification and/or training:

Minimum Recruitment Standard: Degree related to the position assignment and one (1) year of related experience. Must be a regulated member of the appropriate college if required by the Health Professions Act.

**Behavioral Competencies**

Pick 4-5 representative behavioral competencies and their level.

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
	<input type="radio"/>						

**Benchmarks**

List 1-2 potential comparable Government of Alberta: [Benchmark](#)

**Assign**

The signatures below indicate that all parties have read and agree that the job description accurately reflects the work assigned and required in the organization.