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|  NURSING SERVICE STRUCTURE/COORDINATED SERVICE DELIVERY  | NO.180e |
| Nursing Personnel Orientation CNA:Non-Certified Nursing Assistants will attend 16 hours of the Certified Nursing Assistants Program prior to direct patient care, they will then complete the 140 hour CNA certification course. CNAs, upon hire, will complete the General Orientation/Safety Orientation, and then they will receive 2 days training with a Rehab aide who has completed the Winning Wheels "Train the Trainer Program". This will include the use of assignment sheets for each shift that denotes coordination of service delivery including medical appointments, therapies, outings, and personal care needs. They are trained in the use of individual resident Care denoting level of assistance needed with personal care needs, feeding, bathing, dressing, ADL programs, behavior, etc. They then train with a CNA who has completed the Winning Wheels "Train the Trainer Program" for 10 working days or longer if deemed necessary (See Nursing Assistant Reference Training Manual for specific skills covered). There are monthly CNA meetings held that are coordinated by the DON. There is opportunity at this time for input from other departments or services'that are involved in the coordinated service delivery system.NURSE:New Licensed Nurses will complete General Orientation/Safety Orientation. At this time, they are oriented to other departments and are educated about the coordinated service delivery system. They then will train with another Licensed Nurse for 10 working days or longer if deemed necessary. (See Nurse Training Reference Manual for specific skills covered). They work with other disciplines (i.e. OT/PT, Speech, Therapeutic Recreation, Dietary) to help to correlate these services into a nursing care program for residents. The nursing department is involved in IDT meetings to develop a comprehensive resident care plan that addresses their individual needs. There are monthly nurses’ meetings and weekly charge nurse meetings that are coordinated by the DON. At this time there is opportunity for input from other departments or services that are involved in the coordinated service delivery system.The Nursing Department recognizes that the total care of the resident is a synthesis of ideas contributed by many minds. The organization of the attitudes, knowledge and skills of the entire nursing staff must be directed to ensure that individual residents will receive the most effective and complete nursing care.The objectives of the Department are based upon the premise that an integration of aspects of daily living is necessary for the long-term care and rehabilitation of a resident if they are to maintain their optimum health and happinessIt is the Department's goal to provide nursing care based upon the “total care” concept which is designed to help residents reach their full potential for self-help. This involves taking means to preserve the dignity-of the individual, protect his pride and allow maximum independence. It is expected that this care will change as the resident's condition and aim towards his highest degree of restoration. It is important to note that the care for the resident whose condition remains unchanged, or who suffers from terminal illness, should be provided comfort, emotional support and spiritual guidance. |
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| OBJECTIVESTo consider residents as individuals and recognize their needs for total care, physical, mental and spiritual, and to provide said care safely and efficiently.To consider an active teaching program for the Staff, patients and families as an integral part of the nursing care.To participate in research projects that would promote better, more scientific care to the resident.To rehabilitate each resident to their fullest potential possible.To encourage as much independence as possible.To maintain good staff-family, staff-community and staff-physician relationships so that the resident's progress will not be impeded.To participate with individual agencies or institutions who could contribute to their happiness.To perform responsibilities in accordance with the Nurse Practice Act of this state and in accordance with the standards of the American Nurse's Association. |
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