



# Health Services

## *Hoorah for the ARs!*

The success of using Assistant in Nursing (AIN) 'Advance Roles (ARs)' at The Abbey is evident in the improved job satisfaction and teamwork between the RN, ARs and floor AINs. The ARs have really stepped up and taken their roles seriously and are enjoying the more challenging functions of medication administration, leadership of their floor, assisting the RN with ACFI reporting, advising the RN on the needs of residents, and having a sense of ownership in providing care for the residents on their floor.

Previously, the RN administering meds would be interrupted to attend to emergencies, falls, ward care, GP rounds, AIN care directions and replacing staff. The meds trolley would be locked up and meds put on hold, often to the dismay of residents wanting their meds on time, especially those with Parkinson's disease whose meds are given at an exact time. The RN now knows that the ARs can give medications while the RN attends to the immediate clinical needs of residents and gives hands on education to AINs, thus providing improved good care to residents and improved teamwork skills.

Good teamwork means happy residents and staff who want to come back to work tomorrow!

Judy Fail, RN  
The Abbey Nursing Home



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