



JOB POSTING

Registered Practical Nurse (RPN) FULLTIME, PERMANENT

Margaret Bahen Hospice, part of the Better Living family of organizations, has an opening for the position of Registered Practical Nurse (RPN). The successful candidates shall, through the nursing process, determine and provide the professional care needed by the Residents in collaboration with the Registered Nurse (RN), the attending physician, and other members of the transdisciplinary team. The RPN will provide leadership to the PSWs, hospice volunteers and other members of the care team to develop and maintain a Resident centred, goal oriented plan of care.

The successful candidates for this position must possess the following qualifications:

- Diploma in *Registered Practical Nursing* from an accredited college.
- Registered and in good standing with the *College of Nurses of Ontario*.
- Post graduate training in hospice or palliative care preferred.
- Minimum of 2 years related work experience in community healthcare, long term care or hospital setting. Preference given to individuals with work experience in hospice or palliative care.
- Successful completion of *Vulnerable Sector Screening* within one month of employment.

The successful candidates for this position must be able to:

- Provide Resident care in accordance with the professional scope of practice of a Registered Practical Nurse (RPN). Specifically: *The practice of nursing is the promotion of health and the assessment of, the provision of, care for, and the treatment of health conditions by a supportive, preventative, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function. The nurse shall follow the thirteen (13) controlled acts as stated by the College of Nurses of Ontario (Nursing Act 1991).*
- Participate in the development, implementation, ongoing evaluation of a plan of care that reflects the Resident's and Caregiver's history, needs, goals, wishes and preferences.
- Assess, plan, implement and evaluate nursing care of residents according to evidence-based methods and best practices of hospice and palliative care.
- Routinely assess Resident's pain and symptoms to ensure comfort is maintained.
- Evaluate the Resident's and/or Caregiver's psychosocial and spiritual wellbeing a minimum of once a shift or more frequently as required.
- As determined by the transdisciplinary team, consult with Home and Community Care, community hospice and other stakeholders to ensure additional services required to meet the Resident's needs are provided.
- Utilize the Resident Record to carry out and maintain a current plan of care; communicate with the transdisciplinary team; document assessment outcomes; and record interactions with the Resident and/or Caregiver(s) that are pertinent to the plan of care.
- Administer medication and treatments where outcomes are stable and expected; and implement routine medical interventions as required or ordered.

- Notify and consult with the RN in charge regarding significant changes in the Resident's status and/or needs.
- Provide support and leadership to the interdisciplinary care team including, but not limited to, PSWs, and volunteers.
- Participate in transdisciplinary meetings, rounds, family conferences and committees as requested or required.
- Complete accurate, timely, and complete documentation of resident care including, but not limited to, clinical and psychosocial observations, resident and family teaching, and evaluation of nursing care.

- Have the physical ability to perform the duties of the position. Which include regularly: standing, walking, reaching with hands and arms, stooping, kneeling, crouching, pushing and pulling.

LOCATION: Newmarket

SALARY: Commensurate with experience.

Please email or fax your cover letter and resume with attention to:

Human Resources

E-mail: hr@myhospice.ca / Fax: 416-510-1104

Please quote "*Registered Practical Nurse-Full Time, Permanent, MBH*" on the cover letter and e-mail subject line.

Better Living is an equal opportunity employer and is in accordance with the Ontario Human Rights

Code, Employment Standards Act and Accessibility for Ontarians with Disabilities Act. Applicants need to make their request for accommodation known when contacted. Thank you to all who express interest in this position and we welcome all resumes however only those granted an interview will be contacted. No phone calls, please. Thank you.