



## **We are here when you need us**

Compassionate care ... respectfully delivered ...  
to create a personal end-of-life journey

Carpenter Hospice is a home in the heart of Burlington that offers both residential-based care and community-based programs to people living with a life limiting illness. It lets residents spend their final days together with loved ones in an environment that is peaceful, comfortable and meaningful. It provides support to program participants with psychosocial, mental-emotional, and practical support, and those who care for them, in a friendly and caring setting. It is staffed by a dedicated team of professionals and volunteers who provide compassionate, palliative care to meet needs and ensure that each moment counts.

## **Registered Practical Nurse (RPN) (Casual)**

### **Summary**

Under the supervision of the Resident Care Coordinator and the direction of the Registered Nurse, the Registered Practical Nurse (RPN) shall, through the nursing process, determine and provide the professional care needed by the residents. As part of the interdisciplinary team, the RPN contributes to the development, implementation and communication of the resident's care plan and reports any substantial findings and/or changes in resident's condition and actively contributes to solutions. The RPN provides high quality end of life care utilizing highly honed observation, assessment and communication skills. The RPN participates in the interdisciplinary team providing direction and supervision for the care given by the Personal Support Worker and Hospice Volunteers. In addition the RPN will liaise with all other health care providers to develop and maintain a resident and family centered plan of care.

### **Accountability**

In the role of Registered Practical Nurse, you are accountable to the organization including the Board of Directors, Executive Director, Resident Care Co-ordinator and colleagues, ensuring you perform your duties in accordance with the highest standards and best practices in palliative care, and demonstrating effective time management and fiscal responsibility. The RPN is also accountable to the residents and their families, ensuring your practice is ethical, honest and efficient to offer the safest, most sustainable care. You will be accountable to donors, meeting public expectation that funds will be utilized appropriately and provide the best possible return on their investment in order to best serve residents and the community.

### **Professionalism**

In the role of Registered Practical Nurse, you are expected to demonstrate professionalism through excellence in knowledge, judgement and behaviour. In the course of your duties, you will consistently demonstrate our core values of respect, honesty and equity. You will honour confidentiality and the autonomy of the residents and staff. You will demonstrate individual reflective practice and contribute to the reflective practice of colleagues in order to enhance individual and team competence and capacity to deliver the highest calibre of care to residents and their families and to identify challenges and contribute to solutions to improve and enhance the work environment for staff and volunteers

### **Duties**

#### **Essential Responsibilities:**

- Assume the responsibility for all aspects of resident care in accordance with the Regulated Health Professionals Act and the College of Nurses of Ontario Practice Standards.



- Act as the team leader when the RN is not available
- Determine if delegation of care to other members of the team (PSW and Hospice Volunteers) as required
- Participate in resident review and be available to assist visiting physicians or other members of the interdisciplinary team
- Monitors and assumes responsibility for maintaining a safe and healthy environment
- Ensures all medications are processed and recorded according to legislative and regulative requirements; e.g. counting of opioids at shift change

#### Assessment

- Performs physical, psychosocial, spiritual and emotional assessment of the resident, including their families as appropriate, as determined by the residents' individual needs
- Recognizes, assesses, and responds to resident health status changes
- Summarizes and reports clinical and other situations with other team members including shift report.
- Acts upon reports of resident status change as received by other members of the team

#### Planning

- Determines resident care requirements and establishes a comprehensive plan of care dependent on the goals of care
- Works collaboratively with other members of the healthcare team to determine the plan of care
- Consults with the resident, family members and/or the substitute decision maker regarding needs, wishes and preferences for care

#### Implementation

- Implements and coordinates interventions in order to meet the goals of care as outlined in the treatment plan
- Ensures effective written and verbal communication to other service providers.
- Administers medication and treatments as required/ordered, monitors for effectiveness and sides effects
- Documents accurately and in a timely manner according to the College of Nurses Practice Standard and Carpenter Hospice's policy
- Identifies and reports unusual incidents in the delivery of care in the hospice to the Resident Care Coordinator or clinical supervisor in a timely manner
- Delegates and /or teaches skills and techniques to other staff and /or resident families in compliance with all relevant legislation and regulations

#### Evaluation

- Reviews, evaluates and/or revises the care plan on an ongoing basis
- Evaluates nursing and medical interventions for effectiveness and ability to meet the goals of care
- Confers with resident and family re satisfaction with, changes and goals of the plan of care
- Assists with the writing of clinical policy and procedure when asked
- Any other duties as assigned
- Other duties as required



## Position Requirements

- Current Registered Practical Nursing registration in good standing with the College of Nurses of Ontario
- Experience in palliative care preferred
- Palliative Care education and/or CNA Certification in Hospice and Palliative Care an asset
- A good understanding of the Palliative Care Nurses standards (CHPCA)
- Excellent palliative symptom management skills
- Demonstrated confidence working autonomously and collaboratively with members of the interdisciplinary team
- Excellent critical thinking skills and able to use judgement to assess and intervene in critical situations.
- Demonstrated ability to practice within the professional boundaries and the therapeutic nurse client relationship in accordance with the standards of the College of Nurses of Ontario. Excellent communication and interpersonal skills
- Culturally sensitive
- Work well with volunteers
- Ability to lead a team, diffuse conflict and manage an environment which is often highly emotionally charged
- Ability to comply with all federal, provincial and municipal regulations and legislation

## Schedule of Hours

Minimum of one shift per month; 12 hour shifts (days/nights) weekends and holidays

## Working Conditions

- Ability to move/lift 25lbs
- Ability to sit or stand for long periods of time
- Ability to walk, reach with hands and arms, twist, stoop, kneel or crouch using safe body mechanics
- Ability to work safely with bodily fluids and potentially infectious diseases, using personal protective equipment when required
- Ability to work safely with hazardous materials such as oxygen, cleansers, medications etc.

Note: The Carpenter Hospice does not require mandatory inoculation against influenza, Hep A + B, however we recommend these inoculations and suggest talking to your primary healthcare practitioner about such precautions.

## How to Apply

We encourage all candidates with the right skill mix and abilities to please send résumés by email to: [admin@thecarpenterhospice.com](mailto:admin@thecarpenterhospice.com)

Carpenter Hospice is an equal opportunity employer.