



Registered Practical Nurse (RPN)
Casual - Minimum of one 12-hour shift (days/nights, weekends and holidays)
over a 4-week scheduling cycle

JOB SUMMARY:

Carpenter Hospice is an 11-bed home in the heart of Burlington that offers resident-based care to individuals in the last stages of their lives, and community-based programs for individuals dealing with grief or a life-limiting illness. It is an exciting time to be joining Carpenter Hospice as we expand our resident and community services in Burlington and surrounding areas.

Reporting directly to the Manager, Resident Care, 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.

KEY RESPONSIBILITIES:

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
- Other duties as required

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 side 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

THE IDEAL CANDIDATE:

- 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

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.

OTHER REQUIREMENTS:

- Ability to work 12-hour day/night shifts, weekends, and holidays
- Ability to provide a satisfactory current Criminal Reference Check (CPIC) including a Vulnerable Sector Check prior to hire
- Ability to provide proof of Professional Liability Protection
- Carpenter Hospice has a mandatory COVID-19 immunization policy in place. All applicants will be required to adhere to this policy

Note: 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.

To apply, please email your resume to **HR@thecarpenterhospice.com**

At Carpenter Hospice, we are committed to fostering an inclusive and accessible environment. We are dedicated to building a workforce that reflects the diversity of the community. Should you require accommodation during any phase of the recruitment process, please indicate this in your cover letter. For any assistance, please contact the Human Resource Department at 905-631-9994 extension 144.

We thank all applicants for their interest in Carpenter Hospice. Only qualified candidates selected for interviews will be contacted.