



Job Description

Job Title:	Registered Practical Nurse
Reports to:	Manager, Resident Care
Direct Reports:	N/A
No. of Positions:	1
Employment Status:	Permanent Full-Time 1.0 FTE, 36 hours per week (Averaged over 4-week scheduling cycle)
Job Evaluation Band:	Professional 3 – Clinical; (\$28.64 – 35.76/hour based on experience in palliative care)

Job Summary

The Registered Practical Nurse (RPN) shall, through the nursing process, determine and provide the professional care needed by the residents, while under the supervision of the Manager, Resident Care and the direction of the Registered Nurse. 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. In addition, the RPN will liaise with all other health care providers to develop and maintain a resident and family centered plan of care.

Duties and Responsibilities

Essential Responsibilities

- Assume 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) 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 residents, 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 Manager, Resident Care or clinical supervisor in a timely manner
- Delegates and /or teach 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 residents and families 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

Job 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
- 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
- A satisfactory current criminal reference check (CPIC) including for Vulnerable Populations
- Proof of Professional Liability Protection

**Schedule of Hours**

- Thirty-six (36) hours per week (Averaged over 4-week scheduling cycle)
- Twelve (12) hour day/ night shifts; weekends and holidays

Working Conditions

- Interact with residents, family members, staff, and other agencies
- Intermittent physical activity including walking, standing sitting, lifting, and supporting residents
- Ability to move/lift 20lbs repeatedly and without restrictions
- 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.

Equity and Accessibility Statement

We are an equal opportunity employer and are committed to building an inclusive and accessible work environment. We encourage applications from individuals of all backgrounds and abilities. Accommodations are available upon request throughout the recruitment process.

How to Apply

Please submit your resume and a cover letter to hr@thecarpenterhospice.com and use the subject line: **[Job Title] Application – Your Name**. We appreciate the interest of all applicants. However, only those selected for an interview will be contacted. Reference check will be conducted for potential candidates and the information collected will be used in making the final hiring decision.