



Job Posting: Registered Nurse (Casual)

Overview of the Job

The Registered Nurse (RN) shall, through the nursing process, determine and provide the professional care needed by the residents. She/he will assume a lead role in the interdisciplinary team providing supervision for the RPN, PSW, volunteers and new learners. In addition, the RN will liaise with the Medical Director, Director of Care and other health care workers to develop and maintain a client-centered, goal-oriented plan of care.

The Casual RN is expected to work a minimum of two (2) shifts per quarter, or eight (8) shifts per year, and must submit his/her availability on a regular basis to the Director of Care (DOC).

The RN shall work in accordance with Hospice Niagara's Policies and Procedures. While performing any and all duties of the position, the employee shall work in a safe and healthy manner and shall follow the regulations in the Occupational Health and Safety Act.

Responsibilities

The RN assumes responsibility for all aspects of resident care in accordance with the Regulated Health Care Professionals Act and the College of Nurses, including:

Assessment

- Assesses for pain and symptom management on an ongoing basis, and administration of medications.
- Collaborates with the rest of the Care Team, in provision of resident care, and takes a lead role in team rounds and report.
- Recognizes, assesses and responds to resident health status changes in accordance with Hospice philosophy, and reports appropriately to the physician.
- Leads and participates actively in resident Care Planning.
- Seeks interdisciplinary consultation as appropriate, and as it relates to the resident.
- Consults with the resident, family members, and/or the substitute decision maker regarding needs, wishes, and preferences for care.
- Consults with HNHB CCAC Case manager for additional services as required for resident's care.

Implementation

- Implements medical interventions such as pharmacy services, medical supplies and equipment as ordered by the physician
- Provides leadership and mentoring of RPNs, PSWs, volunteers and new learners
- Administers medication and treatments as required/ordered
- Documents accurately and in a timely manner according to College of Nurses Standards
- Assists with ordering supplies according to resident needs and in collaboration with the CCAC Case Manager for Hospice Niagara.
- Monitors and assumes responsibility for maintaining a safe and healthy environment, and reporting any unsafe areas or situations to the DOC
- Reports problems to the DOC in a timely fashion

Evaluation

- Reviews, evaluates, and or revises the Resident Care Plan daily
- Collaborates with the RPN with checking the Medication Administration Record daily for accuracy
- Reports medication errors to the Director of Care and completes an Occurrence report according to Hospice Policy
- Confers with residents and/or family regarding their satisfaction with the Care Plan
- Assists with the writing of Hospice policies and procedures
- Completes an annual evaluation of self performance including identification of learning needs and goals
- Other duties as assigned

Academic, Knowledge & Experience

- Graduate of an RN or BScN program
- Current registrant in good standing with the College of Nurses of Ontario
- Demonstrated expertise with pain and symptom management
- Ability to function in a leadership role
- Experience leading and functioning in an interdisciplinary team environment
- Computer literate
- Ability to write routine reports and correspondence
- Ability to speak effectively in small group settings
- Excellent communication and interpersonal skills
- Ability to solve complex problems and deal with a variety of concrete variables in situations where only limited standardization exists
- Time management skills accompanied by flexibility

Competencies and Skills

- Highly developed analytical, problem solving, critical thinking skills
- Superior decision-making, negotiation, influencing and consensus building skills
- Exceptional interpersonal and communication skills with a proven track record of fostering collaborative partnerships
- Proven leadership skills in organizational and clinical change management initiatives
- Demonstrated excellence in clinical practice in hospice palliative care
- Strong patient and customer focused philosophy in all interactions
- Demonstrated excellence in coaching and team building skills that facilitate positive interactions among all members of the health care team
- Proven excellence in both written and verbal communications
- Superior analysis/problem assessment skills
- Supportive of an innovative environment and willing to learn new skills

Evaluation

- Observation and feedback
- Annual performance assessment and discussion with the Director of Care

How to Apply

Applications will be accepted until Friday, September 2nd, 2016. Please send cover letter and resume in MS Word or PDF attachments via email with **Application: Casual Registered Nurse** in the subject line to careers@hospiceniagara.ca.

Hospice Niagara is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code, individuals requiring accommodation during the application/recruitment process should advise Human Resources so arrangements can be made. All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.

We thank all who apply, however, only those selected to proceed in the recruitment process will be contacted. No phone calls please. For more information about Hospice Niagara, please refer to our website: www.hospiceniagara.ca.