



## Job Posting: Registered Nurse (Full-time)

### Overview of the Job

The Registered Nurse (RN) works in harmony with Hospice Niagara's philosophy of care in the lead role of an inter-disciplinary team. The RN promotes nursing excellence and quality palliative end-of-life care within their scope of practice and in accordance with the standards of practice as outlined by the College of Nurses of Ontario (CNO). The RN is responsible for assessing and anticipating holistic needs of the residents; planning, documenting and implementing care plans; and making recommendations for changes in care, as needed. The RN also provides ongoing comfort and support to residents and their loved ones.

The RN performs all duties in a safe and healthy manner, in accordance with Hospice Niagara's policies and procedures, the Occupational Health and Safety Act, and all other applicable legislation.

### Key Responsibilities

Reporting to the Director of Care, the RN works as a productive, contributing member of the inter-disciplinary team by providing holistic palliative end-of-life care. The RN is responsible for overseeing the residential care team on each shift, while providing direct care to residents in the following areas:

#### Nursing Care

- Perform patient-centred nursing care (e.g. Central Venous Access Devices, catheterization, suctioning, drain maintenance, colostomies, tube feeds, CADD pumps, assistive devices, wound care, etc.)
- Consult with residents, loved ones, and/or the substitute decision maker regarding needs, wishes, and preferences for care
- Recognize, assess and respond to resident pain and symptom management, as well as health status changes, and communicate updates to inter-disciplinary team
- Administer medications according to safe medication practices and professional practice standards
- Implement medical interventions (e.g. medications, treatments, supplies, equipment, etc.), according to the physician's orders
- Advocate and promote best practice care for each resident
- Effectively work to address and document resident concerns, mental and physical changes and provide ongoing updates to inter-disciplinary team
- Develop and update care plans
- Lead team rounds during shift changes
- Manage the admission process
- Seek consultation with internal/external care team members, as appropriate
- Coordinate additional services, as needed

#### Transfers and Lifts

- Assist residents requiring help to move from one area to another, according to the determined safe method per their care plan, including the use of mechanical lifts
- Assist with ambulation, range of motion and other exercises

#### Post-mortem Care

- Provide care of the body after death
- Gather personal belongings and provide them to family/loved ones, when required

### Therapeutic Relationships

- Establish a rapport and foster open communication, positive relationships and emotional support with residents and their loved ones
- Identify when additional support is required and collaborate with inter-disciplinary team members to ensure these needs are met

### Communications and Leadership

- The RN fulfills the role of the “Charge Nurse” during which time he/she is responsible for all aspects of resident care, building safety, and supervision of staff, with the support of an on-call physician, Director of Care, or other RN
- Serve as a positive role model to other staff, students and volunteers
- Provide education, guidance, mentoring and knowledge sharing using a team-oriented approach
- Provide ongoing input and feedback during team reports/meetings
- Effectively present information in one-on-one and small group situations
- Complete documentation and reports in an accurate and time-sensitive manner
- Educate residents and their loved ones on the safety, techniques and rationale for care, per best practice and safety guidelines
- Identify, provide input and actively participate in process improvement opportunities
- Assist with managing the residential staff schedule in a financially responsible manner
- Demonstrate a commitment to life-long learning; participate in educational and development opportunities, as determined by the individual development plan
- Raise positive community awareness of hospice palliative care and of the programs and services provided by Hospice Niagara
- Demonstrate personal initiative and participation in other aspects of working for a non-profit organization, including participating in organizational events and fundraising activities
- Participate on at least one internal committee or project (e.g. Wellness, Health and Safety, etc.)
- Report any contravention of health and safety policies or regulations

### Other Duties

The RN may be required to assist other members of the inter-disciplinary team with a variety of other duties including:

- Activities of daily living
- Housekeeping activities (e.g. laundry, garbage disposal, cleaning common areas, etc.)
- Meal preparation, delivery and feeding
- Other duties, as assigned

### **Academic, Knowledge & Experience**

- Graduate of an RN program, RN license; registrant in good standing with the CNO
- At least two years of palliative care work experience (preferred)
- Fundamentals of Palliative Care (preferred, must be completed during the first year of hire)
- Comprehensive Advanced Palliative Care Education (CAPCE) (preferred, must be completed during the first two years of hire)
- Learning Essentials of Advanced Palliative Care (LEAP) (considered an asset)
- Canadian Nurses’ Association CHPCN(c) (considered an asset)
- Vulnerable Sector Police Check (favourable, within past 12 months)
- First Aid/CPR (preferred, within past two years)
- Mask Fit (preferred, within past two years)

## Competencies

- Strong dedication to the vision, mission and values of Hospice Niagara
- Demonstrated leadership skills with the ability to develop and strengthen teams
- Highly developed inter-personal, problem solving and conflict management skills
- Demonstrated focus on person-centred care
- Clear understanding and commitment to ethics, as they relate to hospice palliative care
- Strong verbal and written communication skills in English (proficiency in French and other languages considered an asset)
- Demonstrated organizational, critical thinking and prioritization skills
- Ability to work collaboratively with internal and external stakeholders, including physicians, pharmacists, LHIN, allied health care providers, etc.
- Proficiency in data entry and computer skills including Outlook, Microsoft Word and the Internet
- Flexibility to work varying shifts, including days, nights, evenings, weekends, and holidays

## Application Instructions

Applications will be accepted until midnight on **March 27, 2018**. Applicants are to send their cover letter and resume as MS Word or PDF attachments via email with **Application: Registered Nurse Application** in the subject line to **[tvanegmond@hospiceniagara.ca](mailto:tvanegmond@hospiceniagara.ca)**.

Hospice Niagara is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), 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.

Preference will be given to candidates who are bilingual in French and English.

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](http://www.hospiceniagara.ca).