

Position description: Registered Nurse (RN)

Job Summary

- Assumes responsibility for all aspects of patient care in accordance with hospice/palliative standards, in accordance with the CNO standards of practice and code of ethics, and in accordance with the Regulated Health Care Professionals Act.
- Assumes responsibility for teaching, supervising, and assigning care tasks to PSWs and volunteers in accordance with the CNO guideline, “Working with unregulated care providers”, while fostering a holistic and compassionate multidisciplinary approach.
- Adheres to Campbell House policies and procedures.
- RNs are expected to foster an environment that is safe and home-like. While performing all duties of the position, the employee will work in a safe and healthy manner and will follow the regulations in the Occupational Health and Safety Act.
- It is also an expectation that RNs behave positively towards other staff, volunteers, guests, family members, health care professionals and are a positive role model for CH in the community when attending CH functions.
- Maintains a commitment to the hospice palliative care philosophy and ongoing professional development.
- Promotes a holistic and compassionate multidisciplinary approach.

Reporting relationship

- The RN reports to the Lead RN

Qualifications

- Graduate of a recognized nursing program.
- Registered in a practicing class and in good standing with the College of Nurses of Ontario.
- Computer literate.
- CHPCN(c) or CAP-C certificate or willing to obtain within 2 years of hire.
- Current CPR and commitment to renew.
- Ability to work independently and as a member of the multidisciplinary team in a palliative care environment to achieve quality end-of-life care.
- Effective communication, problem-solving and conflict management skills.
- Ability to write routine reports and correspondence.
- Ability to speak effectively in small group settings.
- Ability to prioritize multiple tasks and delegate as appropriate.
- Able to operate related equipment.
- Physical ability to carry out the duties of the position.
- Initiates and performs related duties as needed.
- Professional attitude and demeanor.

Hours of work

- Full time scheduled for 12 shifts per two- week pay period according to master schedule rotation. Every other weekend. (May pick up shifts up to 10 shifts/pay period).
- Part time scheduled for 2-7 shifts per two-week pay period according to master schedule rotation. Weekends included. (May pick up shifts to nine shifts/pay period). Must give availability for nine shifts per month minus the number of scheduled shifts.
- Casual scheduled one in three Saturday nights and as needed. Must give availability for nine shifts per month (four weeks) including at least one weekend.
- Casuals are expected to work a minimum of two shifts per month to maintain competence and team cohesiveness.
- Staff are expected to be ready to work and receive report 10 minutes prior to shift change.
- Able to work 12 hour shifts if the staffing model/hours of work are revised.

Responsibilities

- Assesses total physical, emotional, spiritual and psychosocial needs; plans, implements and evaluates care plans and makes recommendations when necessary.
- Includes patient's personal, cultural, religious values, beliefs, practices and preferences in the plan of care.
- Uses evidence-informed nursing knowledge, skill and judgment to provide competent, comprehensive and holistic nursing care, including but not limited to:
 - Administering medications
 - Personal care of patients including bathing, toileting, mouth care, repositioning, light meal prep, feeding
 - Responding to call bells in a timely manner. Addressing patient concerns.
- Assumes a leadership role in:
 - Promoting and maintaining patient safety
 - Working with, collaborating with, supervising, and educating PSWs, volunteers and students
 - Maintaining a clean and safe work environment
 - Communicating with doctors when needed
- Works collaboratively with the multi-disciplinary team.
- Updates written report sheet each shift. Participates in shift change report.
- Documents timely, accurate reports of relevant observations, assessments, care provided, family teaching and outcomes of nursing care.
- Utilizes appropriate community resources in planning for patient care.
- Supporting families and promoting a comfortable, welcoming home.
- Takes responsibility for controlled medications including counting and documenting deliveries and counts at shift changes.
- Orders medications from pharmacy in a timely manner. Reports use of STAT box meds to pharmacy promptly.

- Prepares MARs weekly and update as needed.
- Other duties as assigned.

Quality Assurance

- Attends staff meetings and educational sessions. If unable to attend reviews minutes of meeting.
- Participates in quality improvement activities.
- Identifies self-learning needs and attends educational programs to maintain and enhance clinical competency.
- Participates in the orientation and ongoing education of Hospice staff, students and volunteers by providing information and acting as a preceptor as assigned.
- Participates in the evaluation of the patient care program by providing feedback about effectiveness and patient care outcomes.
- Completes an annual evaluation of self performance including identification of learning needs and goals.
- Maintains competence and develops skills through attending in services, seeking out education opportunities independently, and participating in professional interest groups.
- Maintains confidentiality and acts as an advocate to protect and promote the patient's right to autonomy, respect, privacy, dignity and access to information.

Risk Management and Safety

- Maintains a safe environment for patients and families, staff and volunteers by adhering to infection-control policies and protocols, medication administration and storage procedures, controlled substance regulations, and hazardous substances guidelines.
- Complies with all CH Clinical, Infection Control and Occupational Health and Safety policies and processes to eliminate or minimize unsafe acts or conditions, including identification and reporting of near misses and actual adverse occurrences.
- Uses or wears any equipment, protective devices, or clothing required by CH.
- Reports to the Lead RN any known missing or defective equipment or protective device that may be dangerous to himself, herself, or another worker.
- Commits to not using or operating any equipment or working in any way that may endanger any worker.
- Ensures familiarity with emergency response plans and complies with the procedures outlined for each type of emergency at all times.
- Reports any contravention of the *Occupational Health & Safety Act* or the regulations or the existence of any hazard to the Lead RN.
- Reports to the Lead RN any medication errors, including erroneous counts, any adverse events, all patient deaths, any equipment malfunctions or maintenance needs, any potential or actual problems.

This posting is for a casual position. Please email your resume and cover letter by **4:00 pm on March 2, 2017** to : meeksl@hospicegeorgiantriangle.com