



**Job Posting
Registered Nurses**

Ed's House, Northumberland Hospice Care Centre

Full-Time and Part-Time positions available

Reporting to the Clinical Manager, The Registered Nurse (RN) will be responsible for providing professional, evidence-based client-centred care for individuals staying in Ed's House Northumberland Hospice Care Centre including all aspects of client and family care in accordance with the Regulated Health Professionals Act, College of Nurses Ontario Standards and Hospice Palliative Care Ontario Standards.

On any given shift, the RN may assume a lead role with the interdisciplinary team. They will provide care and be part of a care delivery team with, but not limited to, the Medical Director, Physicians, Registered Nurses, Registered Practical Nurses(RPN), Supportive Care and Bereavement Counsellors, Personal Support Workers (PSW) and any volunteers assigned to Ed's House.

The RN will complete admission assessments and care-planning across the domains of physical and psychosocial care, lead and provide client care and use critical thinking skills to recognize when to use validated assessment tools.

Primary Duties and Responsibilities:

- Plans individualized appropriate care for clients through assessment and consultation with the client, and/or substitute decision maker as appropriate regarding needs, wishes and preferences for care.
- Provides competent, evidence-based clinical care that respects client autonomy and uses critical thinking skills.
- Recognizes the importance of maintaining a home-like environment.
- Serves as a lead role for the duration of a shift, including constant collaborative prioritization and division of client care amongst team members to align scope of practice as client needs change.
- Engages in interdisciplinary consultation with external care partners as necessary to provide client centred, evidence-based care.
- Demonstrates expertise with pain and symptom assessment and management in clients receiving palliative care.
- Assumes responsibility for residence on evenings, nights and weekends, including making decisions in accordance with Hospice policies and decision-making aids and consultation with the on-call manager if deemed necessary.

- Consults with the client, and /or the substitute decision maker and/or family members as appropriate, regarding needs, wishes and preferences for care including sharing knowledge as appropriate to assist them in determining health care needs and making informed decisions. Contributes to the assessment, development and ongoing review of the resident care plan and implementation of this plan.
- Identifies opportunities for resident participation in decisions that affect the residents' rights and lifestyle and assists staff in encouraging the resident's participation in the decision-making process.
- Administers medication appropriately including participating in: narcotic control, management of medications, application of treatments and dressings, transcription of Physician/NP orders, and other skills as required.
- Participates in mandatory education/training in-services for skill development and updates on new and/or relevant information on best practices.

Qualifications:

- Registered Nurse in good standing with the College of Nurses Ontario with the requisite practice insurance.
- BScN or RN diploma with demonstrated commitment to continuous learning.
- Completed palliative education. For example, CNA certification in Hospice Palliative Care, CAPCE, Fundamentals of Palliative Care, LEAP or equivalent educational courses in another jurisdiction.
- Demonstrated experience providing hospice palliative care in community, hospital or appropriate long term care setting.
- Evidence of a demonstrated a client centred approach to care and ability to work with families.
- Skills in client assessment, planning, communicating with physicians, nurse practitioners and other health professionals.
- Demonstrated knowledge of infection control, good body mechanics and safe use of client lift and transfer in the provision of care.
- Ability to communicate professionally and compassionately with clients and families as well as health care providers.
- Demonstrated expertise with pain and symptom assessment and management.
- Experience leading and collaborating with unregulated health providers and volunteers in a team environment.
- Strong computer skills (Word, Excel, Outlook, databases and effective internet research).
- Willingness to perform any other duties to ensure that Ed's House operates in an effective, professional and home-like manner.
- Ability to work a 12-hour work schedule, as required.

Qualified applicants are asked to submit, via e-mail, a detailed resume to:

Tim Oke
Director, Human Resources
Community Care Northumberland
t.oke@commcare.ca

Community Care Northumberland is a non-profit, multi-service, volunteer-based community support organization serving residents of Northumberland County.

www.commcare.ca

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), CCN will provide accommodation in all parts of the hiring process as required, upon request from applicants.