Job Description
Registered Practical Nurse (Casual)

Reports To

Clinical Care Coordinator

Job Summary

Mariposa House Hospice (MHH) is a new five bed residential facility in Severn Township/Orillia which will open its doors in the Fall of this year. It will provide 24-hour specialized end-of-life palliative care to patients along with their families and friends. MHH is a non-profit organization serving the North Simcoe communities of Orillia, Severn, Oro-Medonte, Ramara, and Chippewas of Rama First Nation.

As a member of the interdisciplinary hospice team, the Registered Practical Nurse (RPN) provides provides direct care to residents of MHH. The RPN works in collaboration with all members of the hospice care team to provide 24-hour resident care in accordance with established policies and procedures. This includes assessing and anticipating the total physical, emotional, spiritual and psychosocial needs of the residents; documenting and implementing care plans and making recommendations for changes as necessary. The RPNs act as positive role model for staff, volunteers, guests, family members, health care professionals and the community.

Competencies

- Adaptability
- Attention to Detail
- Client/Customer Focus
- Commitment to Health and Safety
- Communication
- Compassionate
- Cultural Sensitivity
- Professionalism
- Teamwork
- Organization
- Time Management

Job Requirements

- Current registration with the College of Nurses of Ontario and in good standing.
- Graduate of a recognized RPN program.
- Fundamentals of Hospice Palliative Care and CAPCE training, or another palliative care training program that is comparable.

- A strong dedication and commitment to the vision, mission and values of MHH and the philosophy of hospice palliative care.
- Ability to interact with people in a pleasant, professional, responsible and reassuring manner.
- Demonstrated experience in pain and symptom management.
- Excellent communication and interpersonal skills.
- Comfort discussing death and dying and ability to work with resident/family living with and dying from advanced illness.
- Strong coping skills, self-awareness and commitment to personal well-being.
- Demonstrated commitment to resident focused care.
- Demonstrated commitment to quality improvement and taking constructive action to improve quality and safety.
- Commitment to continuing knowledge and skill development by participating in ongoing education, self-reflective practice and maintaining a strong commitment to professional practice and personal growth.
- Excellent leadership, organizational and prioritization skills.
- Ability to work collaboratively and as part of a team, with ability to both give and follow direction.
- Demonstrated critical thinking, problem solving and conflict management skills.
- Current CPR and commitment to renewal.
- Ability and willingness to work all shifts (day and night), as well as overtime shifts.
- Physical ability to perform the duties of the position.
- Computer literate and able to work with Microsoft 365 Suite.
- Successful completion of Vulnerable Sector Screening within one month of employment

Responsibilities and Duties

Resident and Family Care

- Assesses, plans, implements and evaluates nursing care of residents in collaboration with interdisciplinary care team, residents and their families, in accordance to best practice in hospice palliative care and policies and procedures.
- Assess and identify actual or potential problems, plans and performs interventions and evaluates outcomes.
- Collects information from a variety of sources using skills of observation, communication and physical assessment to enable the provision of appropriate nursing care.
- Communicates and consults with members of the hospice care team regarding resident care.
- Acts as an advocate to protect and promote the resident and family rights to autonomy, respect, privacy, dignity and access to information.
- Collaborates with hospice team to develop and update the plan of care with the resident and family, including their history, needs, goals, wishes and preferences. Addressing all eight domains of issues; disease management, physical, psychological, spiritual, practical, social, loss and grief, end of life care/death management.
- Administer medications and treatments for all Residents and implement medical interventions as required or ordered.
- Documents timely and accurate reports of relevant observations including resident and family teaching and evaluation of nursing care.

- Notify and consult with the Clinical Care Coordinator (CCC) and Most Responsible Physician (MRP) regarding significant changes in the Resident's status and/or needs.
- Assumes other related duties as assigned by the CCC.
- Ensures residents and their families understand their role in patient safety.

Quality Assurance

- Attends staff meetings and educational sessions. If unable to attend, provides advance notice to CCC and reviews minutes of meeting.
- Participates in and upholds commitment to 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 and volunteers by providing information and acting as a mentor as assigned.
- Participates in the evaluation of the resident care program, techniques, standards and procedures by providing feedback about effectiveness and resident care outcomes.
- Understands, upholds and promotes the ethical standards of practice.
- Provides hospice palliative care with the philosophy of assuring the dignity of the resident, maintaining privacy and confidentiality.
- Participates in annual Performance Evaluations and monthly performance and goal check-ins with CCC.

Risk Management and Safety

- Maintains a safe environment for residents and families, staff and volunteers by adhering to established safety and emergency practices.
- Adheres to safe medication practices and narcotics count controls in accordance with MHH policy and professional practice standards.
- Complies with all MHH Clinical, Infection Control and Occupational Health and Safety policies and procedures 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 MHH.
- Reports to the CCC any known missing or defective equipment or protective device that may be dangerous to self or others.
- Reports to the CCC any potential or actual hazards according to the Occupational Health and Safety Act.
- Commits to not using or operating any equipment or working in any way that may endanger self or others.
- Ensures familiarity with emergency response plans and complies with the procedures outlined for each type of emergency at all times.
- Is mindful of their role in patient safety, as well as understanding patient and family role in safety.

Leadership

- Provides shift leadership, serving as a positive role model for staff, volunteers, family members, visitors, health care professionals and the community.
- Collaborates with RN, PSW and Volunteers to assign resident care tasks and to meet the ongoing needs of the residents; providing personal care, housekeeping, meal preparation as required.

Public Relations

- Raises community awareness of hospice palliative care and of the services provided by MHH.
- Provides suggestions for improving revenues and conserving operating expenditures to maximize sustainability and quality of resident care.
- Actively participates in MHH fundraising initiatives.

Work Conditions

- Flexible hours including nights, weekends, and holidays
- Interaction with others under varying circumstances-including situations of a highly sensitive nature
- Intermittent physical activity including walking, standing, sitting, lifting, and supporting patients
- Safety precautions due to proximity with hazardous materials and/or contagious diseases

To Apply

Interested candidates should submit their cover letter and resume to info@mariposahousehospice.com

Expected start date: 2021-07-01

We would like to take this opportunity to thank all applicants, however, only those selected for interview will be contacted.

Job Types

- Casual
- Permanent

Schedule

- 12-hour shift
- Day shift
- Holidays
- Night shift
- Weekends