



Registered Nurse (RN) - Hospice Residence (Full Time and Part Time)

Hospice Vaughan

Since 1995, Hospice Vaughan, a not-for-profit, volunteer-based organization, has been helping people with life-limiting illnesses live fully in comfort and with dignity until they die, while providing support for families, friends, and caregivers. Currently we offer community-based programs and services including Hospice at Home, Day Programs, Wellness Programs, Counselling, Education and Bereavement services. We are currently expanding to include a new Centre of Excellence, 10-bed residential hospice facility that is now scheduled to open.

JOIN OUR TEAM:

This role will appeal to a dynamic and experienced regulated health care professional who values hospice palliative care and who is eager to support a growing organization and an energetic team. Reporting to the Director of Hospice Services, the Registered Nurse (RN) will be responsible for providing professional, evidence-based client-centred care for individuals staying in the Hospice Residence including all aspects of client and family care in accordance with the Regulated Health Professionals Act and College of Nurses Ontario Standards. The RN will be holistic, careful, and ethical in interactions with clients, families and colleagues, and make sound judgements based on experience and knowledge.

On any given shift, the RN will assume a lead role with the interdisciplinary team. They will provide care and be part of a care delivery team with the Registered Practical Nurse (RPN), Personal Support Worker (PSW), Social Worker, Therapists, Spiritual leads and Volunteers assigned to the Hospice Residence.

CORE DUTIES AND RESPONSIBILITIES

Care of clients living in the Hospice Residence

- The RN 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.
- Care-planning addresses the 8 domains of physical and psychosocial/spiritual care.
- The RN provides competent, evidence-based clinical care that respects client autonomy and uses critical thinking skills.
- Recognizes the importance of maintaining a home-like environment while also following health and safety and infection prevention and control principles, standards and practices.
- Serves 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.

Organizational responsibilities

- Supports the team-based culture of Hospice where everyone steps up to support individuals, families and the operation of the Hospice Residence including participating in initiatives to support and improve hospice care in our organization. This includes but not limited to health and safety, risk management, evaluation and quality assurance.
- The RN 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.
- There is a willingness to accept other duties as required.

POSITION REQUIREMENTS

- 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.
- 3-5 years 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.
- Participates in mandatory education/training in-services for skill development, self-care, team work and updates on new and/or relevant information on best practices.
- Strong computer skills (Word, Excel, Outlook, databases and effective internet research).
- Demonstrated expertise with pain and symptom assessment and management.
- Experience leading and collaborating with unregulated health providers and volunteers in a team environment.
- Ability to work in a fast-paced, highly detailed environment.
- Ability to work with internal and external team members.
- Ability to work a variety of 12 hour or 8 hour shifts including nights.
- Physical and emotional ability and stamina to provide personal and clinical care to clients.

Please specify “Registered Nurse” in the subject line of your email to hr@hospicevaughan.com. We would like to take this opportunity to thank all applicants, however, only those selected for interview will be contacted. Please no phone calls or agency inquiries.