



## **Registered Practical Nurse (RPN) - Hospice Residence**

### **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 RPN 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 RPN will be holistic, careful, and ethical in interactions with clients, families and colleagues, and make sound judgements based on experience, knowledge and scope of practice.

The RPN will work in collaboration 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 RPN will complete admission assessments and care-planning across the 8 domains of physical and psychosocial/spiritual care, lead and provide client care, use critical thinking skills to recognize when to use validated assessment tools.
- 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 and practices.

- Demonstrates expertise with pain and symptom assessment and management within their scope of practice, in clients receiving end of life care.

### ***Organizational responsibilities***

Supports the team-based culture of Hospice where everyone steps up to support residents, 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. There is a willingness to accept other duties as required.

### **POSITION REQUIREMENTS**

- Registered Practical Nurse in good standing with the College of Nurses Ontario with the requisite practice insurance.
- RPN diploma with demonstrated commitment to continuous learning.
- Demonstrates and maintains competence and standards of care in relation to knowledge (both a broad base knowledge and a depth of knowledge in palliative care), critical thinking and technical skills and strive to improve the quality of his/her dimension of practice as per the CNO reflective practice.
- Is caring and ethical in interactions with clients, families and colleagues. Supports an inclusive environment that is culturally sensitive and assuring that privacy and confidentiality and dignity are maintained.
- Preference may be given to candidates who have completed: CAPCE, Fundamentals of Palliative Care or equivalent educational courses in another jurisdiction.
- At least 2 years demonstrated experience working with hospice palliative care.
- Evidence of a demonstrated client centred approach to care and ability to work with families.
- Self-motivated, results orientated, personable and charismatic, well organized, diplomatic, strong verbal and written communication skills and the ability to multi-task.
- 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.
- Demonstrated computer skills.
- 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 Practical Nurse” in the subject line of your email to [hr@hospicevaughan.com](mailto: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.

**Please apply by May 3, 2021 but posting will remain open until hiring confirmed.**