

THE CORPORATION OF THE COUNTY OF WELLINGTON

Wellington Terrace Long Term Care Home
Requires
Part Time Casual Registered Practical Nurses

Regularly scheduled shifts, paid on-call rotation

The Registered Practical Nurse (RPN) will represent Wellington Terrace at all times by ensuring adherence to the Code of Conduct and demonstrating the County of Wellington's commitment to a healthy and safe workplace where every person is respected.

Reporting to the Registered Nurse (RN), the RPN has a basic foundation of knowledge of practice in clinical practice, decision-making, critical thinking, research and leadership. The RPN provides resident care, including administration of non-judgmental medications, in collaboration with and under the direction of Registered Nurses at Wellington Terrace. The RPN provides daily work direction and instruction to staff, as directed by the RN.

The minimum qualifications for this position include:

- Current certification of registration in good standing as a Registered Practical Nurse through the College of Nurses of Ontario, currently requiring the completion of a post-secondary diploma in Practical Nursing.
- One to three years' experience as a Registered Practical Nurse, preferably in long-term care.
- Current certification in Basic Cardiac Life Support.
- Demonstrated working knowledge in infection control and the delivery of quality dementia, palliative and end of life care, pain management and evidence based practices.
- Excellent communication skills and a positive attitude.
- Demonstrated ability to lead, coach, mentor, and foster a respectful work environment.
- Working knowledge of Microsoft and resident documentation software.
- Police Vulnerable Sector Check required upon hire.
- All new or rehired employees must provide proof of full vaccination against COVID-19 and agreement of the County of Wellington vaccination requirement, prior to commencing employment.

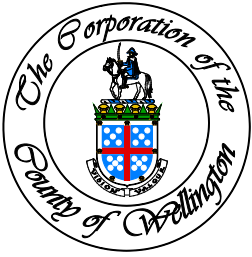
This position offers an hourly range of: \$31.32 to \$36.65 (2022 Non-union Compensation Grid). Consideration for the starting hourly rate will include past professional experience recognized by the College of Nurses.

Applicants are invited to submit a resume, clearly marked **Posting #902-22**.

ATTENTION: HR DEPARTMENT, Wellington Terrace Long Term Care Home, 474 Charles Allan Way, Fergus ON N1M 0A1. E careers@wellington.ca or F: 519.846.9192. Please respond by one method of application only. No phone calls please. Personal information in relation to the recruitment and hiring process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act.

The County is an equal opportunity employer. Accommodation for disabilities is available for all parts of the recruitment process. Applicants must make their needs known in advance.





COUNTY OF WELLINGTON

POSITION DESCRIPTION

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| Title: Registered Practical Nurse | Reports to: Resident Care Manager |
| Department: Wellington Terrace | Positions Supervised: 2-4 |
| Effective: | Revised: June 2015 |

BASIC FUNCTION:

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Reporting to the Registered Nurse (RN), the Registered Practical Nurse has a basic foundation of knowledge of practice in clinical practice, decision-making, critical thinking, research and leadership. The Registered Practical Nurse provides resident care, including administration of non-judgmental medications, in collaboration with and under the direction of Registered Nurses at Wellington Terrace. The Registered Practical Nurse provides daily work direction and instruction to staff, as directed by the RN.

PRINCIPLE RESPONSIBILITIES:

- Applies the [fundamental principle](#) of the Long-Term Care Homes Act in the operation of the home.
- Advocates, promotes, facilitates, and provides best possible care for residents.
- Identifies themselves to the resident and family, and explains her/his role in a pleasant and respectful manner.
- Reports to the Director of Care, or designate, any member of the interdisciplinary team, volunteer, or family member whose actions or behaviours towards residents are unsafe or unprofessional, including physical, verbal, emotional, sexual, and/or financial abuse following the regulations set out in the Long-Term Care Homes Act.
- Responds quickly and appropriately to inquiries and requests.
- Seeks assistance appropriately and in a timely manner.
- Takes responsibility for errors when they occur and takes appropriate action to ensure resident safety.
- Attends all team meetings when possible and reads all minutes of meetings not attended.
- Attends all annual mandatory in-services.
- Identifies and meets own learning needs for professional growth.
- Participates in Wellington Terrace quality improvement initiatives and monitoring groups as assigned.
- Participates in the College of Nurses Quality Assurance programme and reflective practice on an annual basis.

- Collaborates with resident/family and care team to provide professional practice that respects resident's rights.
- Respects and adheres to all policies related to privacy and confidentiality.
- Creates plans of care that will address resident needs, preferences, wishes, and hopes.
- Demonstrates the ability to handle emergency situations in a prompt, precise, and professional manner.
- Demonstrates the necessary skills and knowledge to provide care for residents according to Wellington Terrace nursing policy and procedures, and standards of care and practice.
- Demonstrates the ability to delegate appropriately to Personal Support Workers.
- Documents accurate and ongoing assessments of resident's status in the electronic documentation system.
- Evaluates/describes the outcome of specific interventions and modifies the plan or approach.
- Gives a thorough and concise report at change of shift focusing on risk management.
- Prepares and administers prescribed/routine medications and treatments according to nursing policy and procedures and safe medication practices.
- Monitors and reports to the Registered Nurse, any symptoms of upper respiratory or gastric illnesses.
- Assesses resident health status and reports unusual findings to the Registered Nurse.
- Maintains boundaries between professional, therapeutic relationships, and non-professional, personal relationships.
- Practices according to the standards for therapeutic nurse-client relationship.
- Ensures that staff adheres to the Occupational Health and Safety Act and report any hazardous situations or practices to the appropriate manager.
- Responds to emergency fan-out when initiated.

CONTACTS:

Internal: County of Wellington, nursing and interdisciplinary team members, residents, families, service providers, physicians.

External: Service providers, professional association, College of Nurses of Ontario; Regulated Health Care Practitioners; other agencies/professional as required.

MINIMUM QUALIFICATIONS:

- Current certification of registration in good standing as a Registered Practical Nurse through the College of Nurses of Ontario, currently requiring the completion of a post-secondary diploma in Practical Nursing.
- One to three years' experience as a Registered Practical Nurse, preferably in long-term care.
- Current certification in Basic Cardiac Life Support.
- Demonstrated working knowledge in infection control and the delivery of quality dementia, palliative and end of life care, pain management and evidence based practices.
- Excellent communication skills and a positive attitude.
- Demonstrated ability to lead, coach, mentor, and foster a respectful work environment.
- Working knowledge of Microsoft and resident documentation software.
- Police Vulnerable Sector Check required upon hire.

SKILLS AND COMPETENCIES:

- Demonstrated skills in providing resident focused care.
- Member of Registered Practical Nurses Association of Ontario/Gerontological Nursing Association preferred.
- Demonstrated leadership skills.
- Skills to work independently and as a member of the interdisciplinary team.
- Flexibility and be willingness to work in all areas of the Home.
- Excellent communication and interpersonal skills.
- Commitment to increase knowledge and skills on the job through in-service attendance, especially in-services dealing with dementia care, palliative care.

OTHER:

- Location: Wellington Terrace, Fergus, ON
- This position requires the ability to work all shifts, including weekends and on-call shifts, as scheduled.