



The Elliott Community has an opening for a Contract Part Time RPN, LTC. All qualified applicants please contact Human Resources at [humanresources@elliottcommunity.org](mailto:humanresources@elliottcommunity.org).

---

### Contract Part Time Registered Practical Nurse (RPN), LTC

---

**Job Overview** - As a member of the Nursing Department, the Registered Practical Nurse participates in the development and works towards the attainment of Department goals and objectives, consistent with the Mission of the Home.

#### Job Responsibilities:

##### Clinical;

- In Consultation with the resident the team members, assesses the resident in order to provide input to the Registered Nurse in the development of the resident's in the development of the resident's individual Plan of Care.
- Carries out treatments and medications as assigned.
- Accepts responsibility for all resident care given by him/herself during duty.
- Accepts responsibility for the administration and safekeeping of drugs and narcotics.
- Collaborates with other Health Care Professionals to ensure the needs are met.
- Provides nursing care, consistent with the Standards of the College of Nurses of Ontario.
- Demonstrates clinical competencies in promoting health and wellness in relation to patterns of activity and exercise, nutrition, elimination, sleep and rest, sexuality, cognition, coping and role relationships and beliefs of the resident including spirituality.
- Advocates health and wellness promotion strategies in collaboration with the resident and team members.
- Documents the nursing process according to current documentation guidelines in relation to residents, families, friends, visitors and employees of the Home, in a manner which demonstrates respect and maintains privacy and confidentiality for each resident.
- Participates in resident & family education based on nursing knowledge and practice, teaching & learning principles.
- Follow infection control policies and assists the Charge Nurse in the monitoring of other staffs' adherence to precaution guidelines.

##### Leadership/Professional;

- Safeguards the rights of each resident of the Home according to the Resident's Bill of Rights.
- Take responsibility for personal ethical behaviour
- Demonstrates through his/her work performance, a strong commitment to the philosophy of Long Term Care and the Mission of the Home.
- Uses knowledge of health sciences and research to enhance clinical expertise in the provision of quality resident care.
- Uses new information related to advances in nursing practice and actively participates in the sharing of new information.
- Supports and participates in student and colleague education.
- Participates in Quality Improvement initiatives which guide the provision of care.
- Takes responsibility for personal development including identification of own learning needs related to work and participating in the educational opportunities provided.
- Terminates tour of duty only when Registered staff is on duty
- Promotes interdisciplinary team work.
- Ensures that unusual occurrences or safety concerns are documented and immediately forwarded to the Charge Nurse or DOC
- Ensure efficient use of supplies and participates in budgeting process for supplies and capital equipment.
- Ensures that documentation is up-to-date as per facility policy.

##### Supervision;

- The RPN shall have the responsibility to participate in the direct supervision of Personal Support Workers in their work, and to immediately report directly to the Charge Nurse or Director of Care any unprofessional conduct or inappropriate care.
- Contributes to the performance appraisals of PSW/Nurse's Aide staff as initiated by the Director of Care.
- Participates in the assignment of work tasks to PSW/Nurse's Aide based on their job descriptions and skill competencies.
- Conducts regular team meetings with PSW/Nurse's Aide staff and keeps a record of these.

##### Qualifications:

- Accepts responsibility for safely performing varied routine functions including repeated heavy lifting of residents, pushing wheelchairs, stretchers and medication carts, operating mechanical lifts and standing and walking for long periods. Be in good physical shape able to bend, stretch, stoop and lift.
- Graduate of a recognized Registered Practical Nurse Certificate Program
- Evidence of Continued Education in the Health field.
- Current certificate of competence from the College of Nurses of Ontario.
- Evidence of clinical competency in providing services within their scope of practice to residents for a minimum of 2-3 years. Experience with a geriatric population in either the Long Term Care sector or with Home Care Services is preferred.
- Maintains an active CPR and First Aide certification.
- Demonstrates communication and group skills with team members in order that the team continues to develop and work effectively to accomplish goals. These skills include: offering information, clarifying care issues, encouraging participation and expression of opinions, problem solving, fostering positive interpersonal relationships, directing and motivating.

##### Hours:

Contract Part Time (45 hours biweekly). The contract is expected to end in approximately July 2020. Days, alternate weekends and public holidays. In addition to your scheduled hours, you will be expected to accept additional shifts beyond your regular schedule, including days and evenings.

While we have an immediate need, the successful candidate must demonstrate a commitment to The Elliott Community's mission and values. We offer a flexible work environment, competitive compensation package and participation in the OMERS pension plan and extended health and dental benefits for qualifying staff.

*In support of persons with disabilities, The Elliott Community asks that job applicants with disabilities who require accommodation in the recruitment and selection process, please advise Human Resources if contacted for an interview so that a suitable accommodation can be arranged. (In compliance with AODA, 2005, Integrated Accessibility Standards 2011, Employment Standards ). If you require assistance in completing a job application due to a disability please contact Human Resources directly at 519 822 0491.*

*We require that all finalist applicants undergo a Criminal Record Check and Vulnerable Sector Screen through their local Police Services Branch prior to start date.*