

Registered Practical Nurse

Who We Are

For over 100 years, The Elliott Community has had the privilege of providing care to citizens of Guelph and surrounding area. The Elliott offers resident-centered living choices for every stage of life, including independent living, retirement living and long term care. As a not for profit, charitable organization, we are dedicated to providing the highest quality of life for our residents in a caring and inclusive home-like community.

The Opportunity

As a member of the nursing department and interdisciplinary team, the Registered Practical Nurse provides resident focused care and advocates health and wellness promotion strategies in collaboration with our team of established healthcare professionals, consistent with the Mission of our home. The Registered Practical Nurse recognizes the uniqueness of each resident and puts people before tasks working within an emotion-focused, relationship based model of care.

Responsibilities and Duties:

- Committed to putting people before tasks, providing nursing care that is person-centred and supports choice and independence for each resident.
- Supports a whole-team approach to resident engagement; promotes and participates with residents in programs, activities, household tasks and conversation.
- 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.
- Carries out treatments and medications as assigned.
- Accepts responsibility for all resident care given during tour of duty.
- Accepts responsibility for the administration and safekeeping of drugs and narcotics.
- Participates in and maintains an accurate knowledge base of each individual's unique life story and personalized plan of care.
- 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.
- Safeguards the rights of each resident of the Home according to the Resident's Bill of Rights.
- Uses knowledge of health sciences and research to enhance clinical expertise in the provision of quality resident care.
- Participates in Quality Improvement initiatives which guide the provision of care.
- Ensures that unusual occurrences or safety concerns are documented and immediately forwarded to the Charge Nurse or Director of Care.
- Contributes to the development of a healthy working atmosphere by giving mutual respect, supporting colleagues, using open communication and understanding.
- Focus the team each day to merge excellent clinical care and personal care with quality of life.
- Ensures that documentation uses person-centred language and is up to date as per the Home's policy.
- 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.

The Ideal Candidate

- Graduate of a recognized Registered Practical Nursing Program and certificate of registration as a Registered Practical Nurse with the CNO- new grads welcome!
- Evidence of Continued Education in the Health field.
- Experience with a geriatric population in either the Long Term Care, Retirement sector or with Home Care Services is preferred.
- Maintains an active CPR 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.
- Vulnerable Sector Search Criminal Record check.
- Must maintain an up to date immunization record including COVID-19 vaccination series, annual influenza and TB screening.

What We Offer

- A competitive compensation package including shift premiums for evenings, nights and weekends, with participation in the OMERS pension plan and extended health and dental benefits for qualifying staff.
- A flexible work environment and an opportunity to collaborate with goal oriented professionals and make meaningful contributions to the lives of our residents.
- 2025 Wage Range

Retirement:	\$28.77 - \$32.99
LTC:	\$32.01 - \$35.25

How to Apply

If you thrive in a value based, performance driven environment and enjoy a challenge, please send your resume to humanresources@elliottcommunity.org

The Elliott Community is an equal opportunity employer that values diversity in the workplace. We are committed to building a diverse and inclusive workforce that reflects the diversity of the community we serve. We welcome and celebrate the valuable differences among each of us and accept applications from all qualified persons.

We are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance (In compliance with AODA, 2006, Integrated Accessibility Standards 2011, Employment Standards). If you require assistance in completing a job application due to a disability please contact Human Resources directly. Information collected during this process will be used for recruitment purposes only.

As a health care institution, our highest priority is the safety of residents, staff and families. As a result, we are adopting all prevention measures to ensure the safety of our residents, staff and families. Vaccines are a proven, safe and powerful weapon in our battle against COVID-19. Now that vaccines are widely available and recognizing that our staff are already vaccinated against influenza and Covid-19, vaccination will be an enduring condition of employment for all new hires, except when impossible due to legitimate, established exceptions. Covid-19 vaccination status must be consistent with the prevailing definition provided by The Ministry of Health and LTC: a person who has received all recommended COVID-19 vaccine doses, including any booster dose(s) when eligible.