



Job Description REGISTERED NURSE (HOSPICE RESIDENCE)

Position title:	Registered Nurse (Hospice Residence)
Reports to:	Manager of Hospice Residence

New nursing staff in the residence care program will be joining existing care staff from the Hospice in upholding a culture of excellence in client and family care. Staff involvement and education, strong organizational values and performance expectations ensure that nurses in our organization can practice according to the scope and philosophical underpinnings of their profession.

Job Purpose/Summary:

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) and any volunteers assigned to the Hospice Residence.

The RN will complete admission assessments and care-planning across the domains of physical and psychosocial care, lead and provide client care, use critical thinking skills to recognize when to use validated assessment tools. Hospice Peterborough will be seeking accreditation with Hospice Palliative Care Ontario in 2020 and looks forward to engaging all staff in this process .

The RN will liaise with the Physician/Nurse Practitioner and other Health Care Workers to support the client and family.

Primary Duties and Responsibilities:

Care of Clients Living in the Hospice Residence

- 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.
- Provides competent, evidence-based clinical care that respects client autonomy and uses critical thinking skills.
- Recognizes the importance of maintaining a home-like environment.



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- 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.
- Engages in interdisciplinary consultation with external care partners as necessary to provide client centred, evidence-based care.
- Demonstrates expertise with pain and symptom assessment and management in clients receiving palliative care.
- 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.
- In the absence of the Manager of Resident Care and PCCT, steps into various leadership roles such as facilitating daily bedside rounds.
- Consults with the client, and /or the substitute decision maker and/or family members as appropriate, regarding needs, wishes and preferences for care including sharing knowledge as appropriate to assist them in determining health care needs and making informed decisions
Contributes to the assessment, development and ongoing review of the resident care plan and implementation of this plan.
- Identifies opportunities for resident participation in decisions that affect the residents' rights and lifestyle and assists staff in encouraging the resident's participation in the decision-making process.
- Administers medication appropriately including participating in: narcotic control, management of medications, application of treatments and dressings, transcription of Physician/NP orders, and other skills as required.
- Participates in mandatory education/training in-services for skill development and updates on new and/or relevant information on best practices.

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 and in the sector. Including but not limited to health and safety, risk management, evaluation and quality assurance.
- Health and safety training, including WHIMIS, and applies this knowledge in the workplace.
- Collaboration with volunteers in the workplace.
- Completion of administrative reports.
- Annual performance appraisal.
- Fulfillment of all responsibilities in accordance with the by-laws, policies and procedures and standards of Hospice Peterborough.



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- Care with a willingness to accept other duties as required.

Key Competencies:

- **Competence:** 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.
- **Attributes of professional nursing practice:** Works in partnership with other nurses and health care professionals in providing holistic client-centered care, being highly organized in managing activities and time, have the ability to adapt, respond and manage many complex tasks simultaneously, working autonomously as appropriate and having an open mind and nonjudgmental manner. Shows concern and empathy in a supportive manner in both written and verbal communication to colleagues, clients and families.
- **Ethics:** Understands, upholds and promotes the ethical standards of the profession. 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. Respect the privacy of their clients and families and only collect, use, access, disclose and store the minimum amount of information to provide safe and competent care.
- **Personal commitment:** Has confidence in one's abilities, and takes responsibility for one's actions, including having a sound understanding of the boundaries and limitations of nursing practice. - Works in compliance with all applicable health and safety legislation and established policies and procedures. Participates in the development of Hospice Palliative Care policies and procedures and preparation for Accreditation.

Qualifications:

- RN with demonstrated commitment to continuous learning.
- Completed palliative education. For example, CNA certification in Hospice Palliative Care, CAPCE, Fundamentals of Palliative Care or equivalent educational courses in another jurisdictions.
- 3-5 years demonstrated experience providing hospice palliative care in community, hospital or appropriate long term care setting.
- Registered Nurse in good standing with the College of Nurses Ontario with the requisite practice insurance.
- Evidence of a demonstrated a client centred approach to care and ability to work with families.



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- Skills in client assessment, planning, communicating with physicians, nurse practitioners and other health professionals.
- Strong computer skills (Word, Excel, Outlook, databases and effective internet research).
- Demonstrated knowledge of good body ergonomics and safe use of client lift and transfer devices.
- Demonstrated expertise with pain and symptom assessment and management.
- Experience leading and collaborating with unregulated health providers and volunteers in a team environment.

Working Conditions:

- Fast-paced, highly detailed environment.
- Ability to work a variety of 12 or 8 shifts including nights.
- Work continuously with an interdisciplinary team, clients and families and the general public.
- Physical ability and stamina to provide personal and clinical care to clients throughout a 12 hour shift.
- Ability to carry using appropriate lifting techniques.
- Ability to: grip, walk, sit, stand, reach, stoop, kneel, crouch, push or pull, climb stairs, regularly lift and or move up to 25lbs.; use fine hand movements.

Key Relationships & Interactions:

Internal

- PCCT (Intake Coordinator, Palliative Navigators, Supportive Care Counsellor)
- Residence team (Registered Nurses, Registered Practical Nurses, Personal Support Workers)
- Volunteers and other staff at Hospice Peterborough

External

- Clients, potential clients and families
- Peterborough Family Health Team
- Community Palliative On Call Physician Group
- Other health and community services

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned to meet the ongoing needs of the organization.



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Hospice Peterborough is an organization that strives to embrace the spirit of inclusion, diversity, equity and accessibility. We are an equal opportunity employer committed to building an inclusive and barrier-free environment in which all individuals have access in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA).