

# JOIN OUR TEAM!



## THE ROLE

### Registered Practical Nurse (RPN)

This is a temporary full-time (for an undetermined duration) role at the County, with an hourly compensation range of \$33.903 – \$34.941.

## THE OPPORTUNITY

Join our dedicated care team at Grandview Lodge, where every role contributes to the well-being of our residents.

As the Registered Practical Nurse (RPN), you will be responsible for delivering nursing care, administering medications and treatments. Additionally, you will undertake various tasks related to the daily care of Grandview Lodge residents and take on a leadership role within your assigned unit.

Apply today to become an integral member of Grandview Lodge!

## THE PERKS

- Defined Benefit Pension
- Health Benefits
- Unionized
- Free Parking
- Wellness Programs
- Safe & Friendly Work Culture
- Professional Development
- EFAP Program



- Ontario College Diploma in Registered Nursing
- Successful completion of RN examination in Ontario
- Ontario License to practice nursing



- 6 months to 1 year of current related work experience.



- Emotional Intelligence
- Interpersonal Communication
- Diversity & Cultural Intelligence

## THE COUNTY

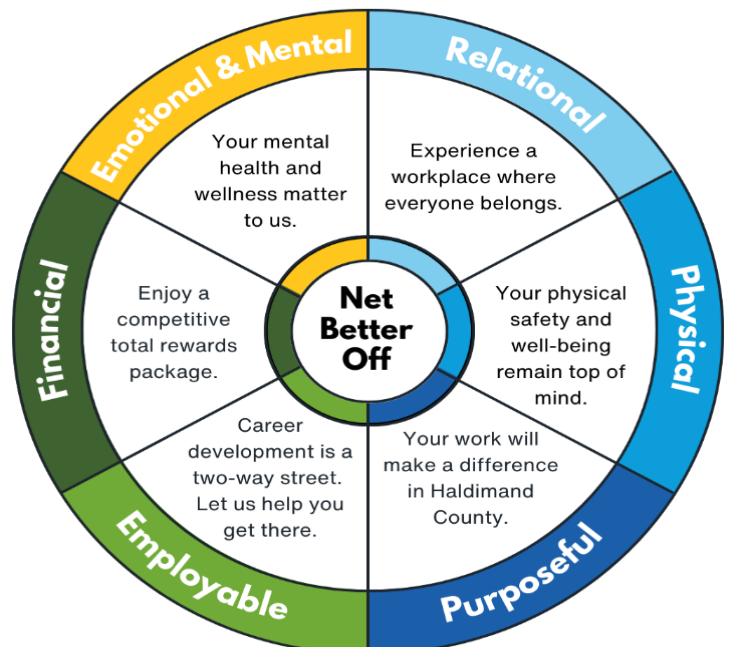
Haldimand County believes in compassionate and innovative approaches to resident care. Grandview Lodge is an award-winning, nationally accredited 128-bed long-term care home in Dunnville. Located on the shores of the Grand River, you'll find the environment to provide a calming presence to employees and residents alike. By joining our dynamic team, you open the door to a rewarding career where we prioritize the health and wellness of our employees, their families, and the communities we serve.

At Haldimand County, we believe in the Net Better Off philosophy. This means we're passionate about helping our staff thrive and advance in an inclusive workplace.

## THE NEXT STEPS

If this sounds like you, please submit your application online at [www.haldimandcounty.ca/careers](http://www.haldimandcounty.ca/careers).

This posting closes on **July 1, 2024 at 4:30 p.m.** Visit our careers page for more opportunities.



## JOB DESCRIPTION

### Registered Practical Nurse, Grandview Lodge

<p><b>POSTING #:</b> UFCW-2024-65</p> <p><b>POSTING PERIOD:</b> June 25-July 1, 2024</p>	<p><b>Employer Group:</b> UFCW HOPE Service Workers</p> <p><b>Reporting To:</b> Director of Nursing</p>
<p><b>Position:</b> RPN</p> <p><b>Wage Range Hourly:</b> \$33.903 – \$34.941 (Jan 2024)</p>	<p><b>Position Status:</b> Temporary Full-Time (for an undetermined duration)</p> <p><b>Hours Worked Per Week:</b> 40</p> <p><b>Location:</b> Grandview Lodge, Dunnville ON</p>

#### CORE COMPETENCIES:

Emotional Intelligence | Interpersonal Communication | Diversity & Cultural Intelligence

#### POSITION SUMMARY:

At Grandview Lodge, each position ensures the Resident’s safety as well as their physical, social and recreational well-being and quality of living.

Reporting to the Director of Nursing and receiving work direction from either the Director of Nursing or the Chare Nurse, the incumbent will provide nursing care, administer medications and treatments. They will perform a variety of other duties associated with the daily care of all Grandview Lodge Residents and assume a leadership role on the unit assigned.

#### QUALIFICATIONS, KNOWLEDGE & SKILLS

##### Education

- High School (Grade 12) (or equivalent).
  - Ontario College Diploma in Practical Nursing
  - A Temporary License from the College of Nurses of Ontario,
  - **OR**
  - Successful completion of the Registered Practical Nurse examination within the Province of Ontario and currently holding a valid Ontario Licence to practice Nursing.
  - Standard First Aid and Basic Rescuer (CPR) – current certificate

##### Experience

- Six (6) months to one (1) year related work experience (preferably in a Long-Term Care setting) or other relevant work in the nursing field as an RPN

##### Knowledge/Skills

- Strong communication skills (verbal, listening and writing {documentation} skills)
- Ability to provide guidance and direction to a peer group
- Ability to work independently or as a team member
- Ability to recognize obvious changes in the Resident’s usual pattern(s)
- Ability to administer care plans defined by Registered Staff
- Good interpersonal skills to deal with the Residents, team members and members of the public
- Technology Aptitude
  - Demonstrated basic computer skills to perform basic tasks on various technological devices and

- o programs while adhering to cybersecurity and an awareness of best practices.
- o Basic knowledge with computers, printers. Mouses, internet, and e-mail.

#### **Machines Operated:**

- Computer
- Photocopier
- Telephone, including portable phones
- Fax machine
- Related medical equipment
- Wheelchairs (including motorized)
- Mechanical lifts
- Beds
- Med Carts

## **RESPONSIBILITIES**

### **The incumbent is expected to but not limited to:**

#### Corporate

- Follow the GVL philosophy of delivering care to residents by utilizing Montessori and GPA principles .
- Ensure Residents Bill of Rights are respected.

#### People

- Communicate with Residents, visitors and other personnel in a courteous manner.
- Participate in admission processes and family conferences and maintain constant communication with Residents and / or their Power of Attorney (POA) / families to ensure changes in treatments, medications or health status are addressed and communicated in a timely fashion.
- Participates on various Teams/committees on a regular basis.
- Undertake continual collaboration and communication with Director of Nursing / Charge Nurse in the Home.

#### Functional

- Resident Care:
  - o Collaborate with the Resident, physician, family, registered staff, colleagues, and other Grandview Lodge staff regarding Resident condition(s) and services as required.
    - Evaluate the effectiveness of the services provided.
    - And provide the Director of Nursing this information.
  - o Participate as a member of the Interdisciplinary Care Team, through prompt communication, regular Team Meetings and thorough and accurate documentation (The Care Team assesses, plans, implements, and evaluates nursing care provided to each resident using the Nursing process as a model)
  - o Assume responsibility for the implementation of the Resident's Individualized Care Plan by providing Nursing / Personal Support Worker staff with appropriate direction and guidance, follow-up and reassessments on an on-going basis.
  - o Administer medications and treatments as prescribed and maintain the medication documentation system for all medications administered. Assign treatment cream applications to Personal Support Workers when / as required, ensuring they have met the educational requirements necessary to perform these tasks.
  - o Practices following the Standards as set out by the College of Nurses of Ontario.
- Health and Safety:
  - o Ensure the Resident's comfort and safety through compliance with current Health and Safety Regulations and MOHLTC standards, as well as the application of appropriate Infection Control Principles and Practices.
  - o Ensure continual, Resident-specific assessments and reassessments pertaining to their health and well-being.
  - o Always ensure all staff, in the unit RPN supervises, is adhering to Health and Safety Standards.
  - o Adheres to, and enforces Infection Control Practices as outlined in the Policy and Procedure Manual.
- Supervisory Duties:
  - o Provide work direction, work supervision, work assignments, instruction and education to Personal Support Workers. Continually evaluate and assess staff performance.
  - o Assume the responsibility of replacing staff in cases of absenteeism when the Scheduler is not present in the Home.
- Reporting and Recordkeeping:

- Report any unusual and unacceptable behaviour of staff / visitors / Residents to Director of Nursing.
- Report any and all abuse immediately to Charge Nurse in the Home, Director of Nursing and Administrator.
- Maintain accurate confidential documentation and complete all requirements regarding RAI / MDS.
- Complete accident / incident report forms, as well as Critical Incident Forms (MOHLTC Website).
- In the absence of the Director of Nursing, the Charge RN assumes the responsibility for the Home.

**All Haldimand County employees are expected to:**

- Work safely and respect others in the workplace.
- Maintain confidentiality.
- Work within policies and procedures determined by Haldimand County and/or legislative relative to the function.

Demonstrate commitment to the Haldimand County code of conduct

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the job.

**POSITION REQUIREMENT(S):**

A current (within the past 6 months) Police Check	OPP-LE 220E
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Haldimand County envisions all County staff to possess a high degree of Ethical Behaviour & Professionalism, Political Acumen, Relationship Management, Credibility, Flexibility & Adaptability, Empathy & Compassion, Entrepreneurship, and Customer Service.

Haldimand County is an equal-opportunity employer who strives for inclusivity and belonging for all. Accommodation is available at any stage of the hiring process to applicants with differing abilities. If you require accommodation at any stage of the hiring process, please contact us at [hrhelpdesk@HaldimandCounty.on.ca](mailto:hrhelpdesk@HaldimandCounty.on.ca).

*County employees who are interested in applying for this position must complete the EMPLOYEE APPLICATION FORM via County's Intranet - FuNK and submit online with a resume and cover letter by 4:30 PM on the last day of this posting.*

We thank you for your interest in working for Haldimand County. Only candidates selected for an interview will be contacted.