

**Job Posting  
Registered Practical Nurses  
(Part-Time and Casual Positions)**

**Ed's House, Northumberland Hospice Care Centre**

Reporting to the Clinical Manager or Registered Nurse, the Registered Practical Nurse (RPN) will be responsible for providing professional, evidence-based client-centred care for individuals staying in the Ed's House, Northumberland Hospice Care Centre, including all aspects of client and family care in accordance with the Regulated Health Professionals Act and College of Nurses Ontario Standards.

The RPN will work in collaboration with an interdisciplinary team. They will provide care and be part of a care delivery team with, but not limited to, the Medical Director, Clinical Manager, Registered Nurse (RN), Personal Support Worker (PSW), Bereavement and Supportive Care Counsellors and any volunteers within Ed's House.

The RPN 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.

**Primary Duties and Responsibilities:**

- 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.
- Engages in interdisciplinary consultation with external care partners as necessary to provide client centred, evidence-based care.
- Demonstrated expertise with pain and symptom assessment and management in clients receiving palliative care.
- Identifies opportunities for resident participation in decisions that affect the residents' rights and lifestyle and assist staff in encouraging the residents' 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.

**Qualifications:**

- Registered Practical Nurse in good standing with the College of Nurses Ontario with the requisite practice insurance.
- RPN diploma with demonstrated commitment to continuous learning.
- Preference may be given to candidates who have completed: CAPCE, Fundamentals of Palliative Care or equivalent educational courses in another jurisdiction.
- Demonstrated experience working with hospice palliative care.
- Evidence of a demonstrated client-centred approach to care and ability to work with families.
- Skills in client assessment, planning, communicating with doctors, nurse practitioners and other health professionals.
- Ability to practice collaboratively with other members of the direct care team including volunteers.
- Ability to communicate professionally and compassionately with clients and families as well as health care providers.
- Demonstrated knowledge of infection control, good body mechanics and safe use of client lift and transfer in the provision of care.
- Experience collaborating with unregulated health providers and volunteers in a team environment.
- Demonstrated computer skills.
- Willingness to perform any other duties to ensure that Ed's House operates in an effective, professional and home-like manner.
- Ability to work a 12-hour work schedule, as required.

Qualified applicants are asked to submit, via e-mail, a detailed resume to:

Tim Oke  
Director, Human Resources  
Community Care Northumberland  
t.oke@commcare.ca

**Community Care Northumberland** is a non-profit, multi-service, volunteer-based community support organization serving residents of Northumberland County.

[www.commcare.ca](http://www.commcare.ca)

**In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), CCN will provide accommodation in all parts of the hiring process as required, upon request from applicants.**



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