



## Hospice Huntsville

Job Description: Registered Nurse or Registered Practical Nurse

### Summary:

The Registered Nurse (RN) or Registered Practical Nurse (RPN) shall, through the nursing process, determine and provide the professional care needed by the residents. She/he will assume a lead role in the interdisciplinary team providing supervision for the PSW, and the Hospice Volunteers. In addition the RN/RPN will liaise with physicians and other Health Care workers to develop and maintain a client centered, goal oriented plan of care.

### Essential Duties and Responsibilities:

Assume responsibility for all aspects of resident care in accordance with the Regulated Health Care Professionals Act and the College of Nurses.

#### 1. Assessment:

Assesses for pain and symptom management on an ongoing basis, and administration of medications. Collaborates with the rest of the Care Team, in provision of resident care, and takes a lead role in team rounds and report.

Recognizes, assesses and responds to resident health status changes in accordance with Hospice philosophy, and reports appropriately to the physician.

Leads and participates actively in resident Care Planning. Seeks interdisciplinary consultation as appropriate, and as it relates to the resident. Consults with the resident, family members, and/or the substitute decision maker regarding needs, wishes, and preferences for care. Consults with the Clinical Manager; Hope Huntsville Palliative Care Team; OH@Home Case manager for additional services as required for resident's care.

#### 2. Implementation:

Implements medical interventions such as: pharmacy services, medical supplies, and equipment as ordered by the physician. Provides leadership to PSWs and volunteers, administers medication and treatments as required/ordered. Documents accurately and in a timely manner according to College of Nurses Standards. Assists with ordering supplies according to resident needs and in collaboration with the OH@Home Case Manager. Monitors and assumes responsibility for maintaining a safe and healthy environment, and reporting any unsafe areas or situations to the Clinical Manager.

#### 3. Evaluation:

Reviews, evaluates, and or revises the Resident Care Plan daily. Reports medication errors to the Clinical Manager and completes an Occurrence report according to Hospice Policy. Confers with residents and/or family regarding their satisfaction with the Care Plan. Completes an annual evaluation of self performance including identification of learning needs and goals. Other duties as assigned.



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### Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill and/or ability required. The individual must possess a belief in and commitment to furthering the goals and development of the hospice.

### Education and/or Experience:

- Graduate of an RN/RPN or BScN program.
- Must be a current registrant in good standing with the College of Nurses of Ontario.
- Demonstrated expertise with pain and symptom management.
- Experience leading and functioning in an interdisciplinary team environment.
- Computer literate. Ability to write routine reports and correspondence.
- Requires excellent communication and interpersonal skills.
- Ability to solve complex problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Must have time management skills accompanied by flexibility.
- Palliative Care certification an asset or willingness to pursue certification.

### Physical Demands:

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job the employee is regularly required to stand, walk, reach with hands and arms, stoop, kneel, or crouch, push or pull. The employee must regularly lift and/or move up to 25 pounds.

### Knowledge:

Each nurse possesses and continually acquires knowledge relevant to the professional service (hospice palliative care) she/he provides:

- Participates in in-services. Attends workshops/seminars. Enrolls in post-diploma programs related to palliative care. Has knowledge of the Hospice policies and procedures. Demonstrates leadership to other staff accountable to them. Identifies learning needs through Performance Appraisals. Provides health education to co-workers to improve care.

### Ethics:

Each nurse understands, upholds and promotes the ethical standards of the profession. Evaluates/updates resident care plan involving the resident and/or SDM. Provides care assuring privacy and confidentiality is maintained. Provides hospice palliative care with the philosophy of assuring the dignity of the resident. Participates in the development of Hospice Palliative Care Policies and Procedures.



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### **Continued Competence:**

Each nurse maintains competence while striving to improve the quality of her/his dimension of practice. Participates in workshops & in-services while striving to improve the quality of his/her dimension of practice. Participates in workshops and in-services both internal and external to the hospice. Completes job functions in a safe and effective manner, and reports any discrepancies to the Resident Care Coordinator.

Participates in College of Nurses Quality Assurance Program. Certification of Registration with the College of Nurses is renewed and submitted to the Executive Director by February 1<sup>st</sup> each year.