

## REGISTERED PRACTICAL NURSE

<b>Employment Status:</b>	Temporary, Full-time, Up to 12 months
<b>Compensation:</b>	\$34.58 per hour + 13.75% in lieu of benefits
<b>Location:</b>	Strathmere Lodge - Strathroy, ON
<b>Union/Non-union:</b>	UNIFOR

### POSITION OVERVIEW

As a member of the nursing team, and under the supervision of the Registered Nurse, the Registered Practical Nurse (RPN) is involved in the planning, implementation and evaluation of resident care in accordance with the current Standards of Nursing Practice specified by the College of Nurses of Ontario (CNO), the policies and procedures of Strathmere Lodge, and the Fixing Long-Term Care Act, 2021.

This is a temporary, full-time position for up to twelve (12) months. Shifts may vary from 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. The successful candidate must be available to work weekdays, weekends and statutory holidays.

### QUALIFICATIONS

- Current certificate of registration as a Registered Practical Nurse (RPN) with the College of Nurses of Ontario (CNO)
- Current CPR certificate
- Ability to build excellent rapport with residents and team members
- Strong interpersonal communication skills and computer skills
- Current Vulnerable Sector Check and TB Testing that is satisfactory to Strathmere Lodge/Middlesex County

### WHY CHOOSE STRATHMERE LODGE?

Strathmere Lodge is a not-for-profit, long-term care home that is owned by Middlesex County. Opened in 2006, this facility sits on a five-acre site on the outskirts of Strathroy. The home provides care to 160 residents in accordance with Ontario legislation and standards established and monitored by the Ministry of Long-Term Care.

At Strathmere Lodge, you will have a chance to make an impact in your everyday work and build lasting relationships. We offer a culture that values inclusion, diversity, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

### HOW TO APPLY

If you are interested in this opportunity, please submit your cover letter and resume by email to [hr@middlesex.ca](mailto:hr@middlesex.ca) by **4:30 p.m. on November 13, 2024.**

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for candidate selection purposes only.

### WHAT WE OFFER

Employee Recognition Events  
Professional Development  
Banked Time-Off  
OMERS Pension Plan  
Health and Dental Benefits or Pay in Lieu  
Employee and Family Assistance Program

### VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>

**Join our team and build a rewarding career!**

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.

## NURSING

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ISSUED BY: C. Saxby, DRC

APPROVED BY: B. Kerwin, Administrator

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### POSITION DESCRIPTION – REGISTERED PRACTICAL NURSE (FLOOR)

DEPARTMENT: Strathmere Lodge, Nursing Dept.

REPORTS TO: Director of Resident Care (DRC) or designate (Registered Nurse [RN] or Nursing Coordinator [NC])

POSITIONS SUPERVISED: Personal Support Workers (PSWs,

SCHEDULED SHIFTS: 0700-1500, 1500-2300, 2300-0700 or as assigned.

POSITION SUMMARY: As a member of the nursing team and under supervision of the direct Registered Nurse, the RPN is involved in the planning, implementation and evaluation of resident care in accordance with the current Standards of Nursing Practice specified by the College of Nurses of Ontario (CNO,) the policies and procedures of Strathmere Lodge, and the Long- Term Care Homes Act (LTCHA, 2007.).

#### MINIMUM QUALIFICATIONS:

- Current certificate of registration as a Registered Practical Nurse (RPN) with the College of Nurses of Ontario (CNO)
- Current CPR certificate
- Ability to build excellent rapport with residents and staff
- Strong interpersonal communication skills, both written and verbal
- Proficient computer skills
- Current Criminal Record Check with Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County
- Completion of TB testing (a two-step TB test dated within the last 12 months or a one-step TB test dated within the last 12 months will be accepted if a two-step TB test was previously completed)

#### PRINCIPAL RESPONSIBILITIES:

- Providing nursing care in accordance with Strathmere Lodge policy and procedures, with CNO standards, and within the guidelines of the Fixing Long-Term Care Act, 2021
- Administering medications and treatments to residents as ordered by physician under the supervision of a Registered Nurse
- Ensuring the safekeeping of all medications (especially narcotics and cytotoxic medications)
- Acting as a member of the nursing team by contributing to the nursing process at all levels (i.e., Assessment, Nursing Diagnosis, Planning, Implementation and Diagnosis)
- Providing guidance, direction and instruction to PSWs
- Collecting data from residents and other healthcare team members and reporting to the RN, as required
- Participating in the development and review of resident care plans
- Carrying out resident care by competently performing all skills as outlined by the College of Nurses of Ontario in the Compendium of Standards of Nursing Practice for Registered Nurses and Registered Practical Nurses and by being recertified annually
- Completing RAI assessments as directed by RAI Co-ordinator/back-up Co-ordinator or designate
- Providing understanding, compassion and moral support to residents, as required
- Evaluating and documenting resident conditions and response to nursing care, and with assistance and guidance from the Registered Nurse, adjusting resident care as necessary to respond to the resident's changing condition
- Recognizing and reporting symptoms indicative of adverse reactions to medication/treatments and reporting such symptoms/events to the Registered Nurse
- Demonstrating professional knowledge and skill in daily practice by responding quickly to unexpected changes in work volume, emergencies, staffing and scheduling changes
- Communicating concisely, accurately and appropriately with all members of the healthcare team
- Participating as a team member by supporting, assisting, relieving and covering for other staff members promptly, when required
- Maintaining knowledge of current nursing practices and keeping informed of current trends and new developments in the field of nursing by attending educational programs and in-services both inside and outside of the Lodge
- Accompanying physicians on rounds and processing physician orders
- Keeping physicians abreast of changes in residents' medical conditions
- Keeping families and POAs abreast of changes to medication and treatment regimens, and to notify such parties of significant changes in the status of applicable residents
- To provide foot care to residents when the RPNs clinical background/education permits
- Providing direct resident care by performing duties such as: feeding residents, lifting and transferring residents, ambulating, admitting residents, positioning and removing residents from toilets, commodes, urinals and bedpans, stripping beds of soiled

linen and making beds, and also after-death care of the body. (Note: care that may only be performed by a member of the registered staff takes precedence over all other direct-care activities. That is, registered staff members should only perform those duties mentioned above - duties normally accomplished by a Personal Support Worker - when all other strictly nursing duties (such as medication and treatment administration, charting, etc.) are complete. The registered staff member reserves the right to decide which clinical duties are most important at any given time.)

- Provides advice, guidance, instruction, and direction to PSWs as necessary, consulting the RN if greater theoretical knowledge is required
- Performs all other duties as assigned