EMPLOYMENT OPPORTUNITY

Registered Practical Nurse (RPN)

Employment Status:	Permanent, Part-time, Relief/On-Call
Compensation:	$36.77 per hour
Location:	Strathmere Lodge – Strathroy, ON
Union:	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 permanent part-time, relief/on-call position. Relief/on-call shifts may vary from 7:00 a.m. to 3:00 p.m., 3:00 p.m. to 11:00 p.m. and/or 11:00 p.m. to 7:00 a.m. The successful candidate must be available to work weekdays, weekends and statutory holidays, and must be available on short notice for call in shifts.

QUALIFICATIONS

- Current certificate of registration as a Registered Practical Nurse 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 Criminal Record Check with a Vulnerable Sector Screening 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 online to using the application link below by **4:30 p.m.** on **November 18, 2026.**

CLICK HERE TO APPLY

Existing Vacancy: we are currently hiring for an existing vacancy in this position.

Artificial Intelligence: we do not use AI to screen, assess, or select candidates.

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

WHAT WE OFFER

Employee Recognition Events
Professional Development
Eligibility for OMERS Pension Plan
13.75% Pay in Lieu of Benefits
4% Vacation Pay
Employee and Family Assistance Program

VISIT OUR CAREERS PAGE

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

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.

STRATHMERE LODGE
POSITION DESCRIPTION

TITLE:	Registered Practical Nurse (Floor)
REPORTS TO:	Director of Resident Care, Assistant Director of Resident Care, Nursing Coordinators, RNs
DEPARTMENT:	Nursing
POSITIONS SUPERVISED:	Personal Support Workers
EFFECTIVE DATE:	May 2025
HOURS OF WORK:	7:00 a.m.-3:00 p.m., 3:00 p.m.-11:00 p.m., 11:00 p.m.-7:00 a.m., or as assigned

POSITION SUMMARY

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*.

PRINCIPAL DUTIES & RESPONSIBILITIES

- Providing nursing care in accordance with Strathmere Lodge policy & procedures, with CNO standards, and within the guidelines of the FLTCA, 2021.
- Administering medications and treatments to residents as ordered by physician under the supervision of a Registered Nurse.
- Ensuring the safekeeping of all medications (i.e. 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 outline 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 RN, 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 RN.

- 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 Strathmere 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.

QUALIFICATIONS

Education & Experience

- Current certificate of registration in good standing with the College of Nurses of Ontario as a Registered Practical Nurse, with the ability to practice to full scope.

Knowledge, Skills and Abilities

- Proficiency in performing nursing assessments, administering medications, wound care, and other clinical procedures.
- Knowledge of disease prevention, infection control, and safety protocols.
- Strong analytical and problem-solving skills to assess resident needs, assist with care plans, and respond to changes in resident conditions.
- Proficiency with medical equipment and technology; experience with PointClickCare is considered an asset.
- Ability to provide compassionate and resident-centered care, understanding the emotional and psychological needs of residents.
- Ability to collaborate effectively with other healthcare professionals, including doctors,

nurses, and support staff, to deliver comprehensive care.
- Efficient in prioritizing tasks, managing multiple responsibilities, and working in a fast-paced environment.

Other
- Current Criminal Record Check with Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County.
- Current CPR certificate.
- Completion of TB testing (a 2-step TB skin test must be completed within the last twelve (12) months, or a 1-step TB skin test within the last twelve (12) months will be accepted with proof that a 2-step TB test was previously completed).