

POSITION:	Registered Practical Nurse (R.P.N.)	JOB POSTING #:	
Department:	Huron Lodge Long Term Care	Union:	543
Posting Type:	Corporate	Job code:	543198
Posting Status:	Regular Part-time	Position #:	Various
# of Positions:		Grade/Class:	0.13
Shift Work Req'd:	No	Salary Range:	\$26.20 to \$30.80 hourly (2012)
		Hours Per Week:	Up to 25.00

### **DUTIES:**

Reporting to the Registered Nurse or designate, will utilize the nursing process to assist the Registered Nurse in assessments, therapeutic nursing interventions and evaluation of the outcomes of nursing care; will include the administration of medications as specified and prescribed by policies of the department and the standards of the Ontario College of Nurses. Will provide professional nursing care for the residents, coordinate and direct work assignments of Personal Support Workers. The responsibility and accountability is in accordance with all applicable rules, regulations, acts, and as outlined in the Standards of Practice for Registered Practical Nurses with the College of Nurses of Ontario. Will be required to respond to residents and residents' families needs in a professional courteous manner ensuring all proper documentation is complete and reported to the Registered Nurse as required; will assist with activities of daily living requirements; will monitor for physiological and psychological changes and report accordingly; will perform administrative duties, required documentation and proper follow-up regarding the care plan for residents including medical treatments; will assist in the orientation of residents, families and Personal Support workers; communicates in a respectful manner with residents, families and co-workers; assists in maintaining a tidy and clean environment; performs duties detailed in Huron Lodge's Policy and Procedure manuals, as well as duties as assigned per the Emergency Preparedness Plan; attend in-service training. All influenza vaccine/outbreak protocols must be followed on a yearly basis. Occupational Health and Safety duties as outlined in the Corporate Health and Safety program. Will perform other related duties as assigned.

### **QUALIFICATIONS:**

- Must have a Secondary School Graduation Diploma or Ontario Ministry of Education Equivalency;
- Must provide current registration as a Registered Practical Nurse with the College of Nurses of Ontario plus proof of pharmacology component and must have a minimum of three (3) months clinical and medication cart experience as a Registered Practical Nurse within the last two (2) years; OR must provide current Certificate of Registration as a Registered Nurse with the College of Nurses of Ontario inclusive of the pharmacology component plus three (3) months clinical and medication cart experience within the last two (2) years;
- Consideration may be given to those lacking the clinical and medication experience provided proof of current registration and successful completion of a pharmacology certificate has been completed within the last year;
- Must have experience in clear, complete and accurate documentation/recording of clients progress toward desired outcomes inclusive of assessment, planning, interventions and evaluation in a computerized environment as well as excellent communication skills and effective listening skills;
- Must have knowledge of the dynamics of human growth and development in the aging process; excellent observation and judgment skills;
- Genuine interest in the elderly and a sincere commitment to the residents; knowledge of optimal potential in activities of daily living, behaviours of daily living and continuing care levels; empathy, patience and tact in interactions with others;
- Ability to adapt care approach in consideration of residents' preferences and needs;
- Additional related courses an asset;
- Experience in long-term care setting preferable;
- Proven commitment to ongoing professional development considered;
- Related community and volunteer experience a definite asset;
- Verification of a current HeartSaver Level A Certificate plus current First Aid Certificate will be deemed an asset;
- Additional language skills a definite asset.

### **POSTING SPECIFICS:**

**Posting Period:** • at 8:30 AM to Thursday, at 4:30 PM  
**Who May Apply:** • APPLICATIONS WILL ONLY BE ACCEPTED DURING THE POSTING PERIOD  
**Who May Apply:** • Current City of Windsor employees. Eligibility for consideration is determined by the applicable collective agreement and/or current Corporate hiring practices.  
**How To Apply:** • Complete an Internal Job Transfer form (available at Human Resources or on Dashboard) and attach a resume, specifically noting the job posting number, your qualifications, and experience as outlined above.  
**Apply To:** • In person to the Human Resources Department or one of the Customer Care Centres  
• By faxing your Job Transfer Form and resume to the Human Resources Department  
**Updated:** • By Human Resources on March 2, 2012