



CAREER OPPORTUNITY

Position: Full Time Registered Nurse – Emergency Department
#19-2022

Department: Nursing/Emergency Dept.

Commencing: ASAP

Salary: Per the ONA 81 Hospital wage Schedule

Deadline: Open Until Vacancy Filled

Job Description: Enclosed

Riverside Healthcare Facilities Inc. invites applications from all qualified applicants.

Please apply in writing, using the “Application Form” to: Human Resources

For more information, please contact Human Resources at:

human.resources@rhcf.on.ca



JOB DESCRIPTION

POSITION (Title):	Registered Nurse
DEPARTMENT/SERVICE AREA:	Nursing/Emergency Department
SITE:	LVGH
REPORTS TO (Title):	Director, Nursing

QUALIFICATIONS NECESSARY:

- Graduate of a diploma/degree program in Nursing and currently certified with the College of Nurses of Ontario;
- For speciality areas, completion of a recognized post-basic course in the applicable clinical area or at least one year's satisfactory clinical experience;
- CPR;
- Advanced Cardiac Life Support (ACLS);
- Trauma Nursing Core Course (TNCC);
- Canadian Triage and Acuity Scale (CTAS);
- Completion of recognized ICU program acceptable to the Corporate, preferred;
- Certification in Emergency Nursing through CNA, preferred;
- Completion of Emergency Nursing program, Preferred;
- 3 years recent experience Nursing, preferable Emergency;
- Experience working with Geriatric patients with complex medical needs preferred;
- Exhibits the ability and competence to work with all computer systems and Applications;
- Demonstration of strong nursing practice, skill and judgement;
- Demonstrated critical thinking, leadership, and mentoring skills;
- Willing to work flexible hours, including days, evening, nights, weekend, and holidays;
- Demonstrated strong written and verbal communication skills;
- Demonstrated strong interpersonal skill with the ability to function effectively independently, within a team, with front line personnel , and management;
- Demonstrated ability to function effectively in a fast paced healthcare environment with excellent organizational and time management skills with the ability to multitask and prioritize workload;
- Dependable with a verifiable acceptable attendance record;
- Proven ability to perform the essential duties of the position on a regular basis.

BASIC RESPONSIBILITIES:

1. Performs according to the Standards of Nursing Practice set out by the College of Nurses of Ontario and in compliance with the policies, procedures and standards of Riverside Health Care Facilities.
2. Accepts clinical responsibility and professional accountability for the care delivered to assigned patients.
3. Functions as a staff nurse or team leader.
4. Delegate, supervise, and evaluate patient care of the RPN's and HCA's as applicable.
5. Participates as a member of the interdisciplinary health care team, fulfilling responsibilities as a member of the nursing discipline.
6. Carry out all work assignments safely and be knowledgeable or and in compliance with relevant regulations, policies and procedures
7. Exercises behaviour consistent with Riverside Health Care's Code of conduct
8. Demonstrates Riverside Health Care's Core Values: Integrity, Respect, Excellence, and Growth.
9. Complies with the Code of Ethics for Registered Nurses (Canadian Nurses Association) and The Ethical Framework for Nurses in Ontario (College of Nurses of Ontario).

SPECIFIC DUTIES:

1. Delivers direct/indirect patient care according to the Standards of Practice of the College of Nurses of Ontario and in compliance with the philosophy, goals and objectives of the Department of Nursing, as follows:
 - (a) Assessment: Admits patients, obtains a history and initial and ongoing assessment of the nursing needs of assigned patients.
 - (b) Planning: Develops a plan of care which assigns priorities and prescribes nursing actions to achieve the desired outcomes for an individual and/or group of patients.

Develops a plan of care within 24 hours of admission considering:

- i) ongoing assessment of the patient's individual needs
- ii) current priorities
- iii) the medical/interdisciplinary care plans

Assures the plan of care is feasible in terms of human resources, time and materiel resources.

Revises plan of care as dictated by the patient's needs and medical plan of care.

- (c) Implementation: Co-ordinates and executes the physician's orders according to the medical plan of care; coordinates the activities of other health team members.

Performs nursing actions required for implementation of Patient Care Plans.

Implements a teaching plan based on the patient's and families' identified needs.

Provides support to patient and family in understanding and coping with patient illness.

Provides care in the designated area at a skill level which demonstrates the required knowledge and expertise.

Communicates and consults with physicians and other health care professionals when indicated.

Completes, systematically, the assigned duties conserving time, energy and supplies.

Assist patients to achieve or maintain optimal independence.

Provide for the safety and well-being of the individual patient, including the environment.

- (d) Evaluation: Continuously evaluates the outcomes of the nursing care of patients and modifies nursing measures and approaches accordingly.

Evaluates with the patient the results of nursing actions to increase or maintain self-care ability.

Revises with the patient, family and relevant others the expected patient outcome, priority and nursing actions as required.

Maintains appropriate documentation and records of observations, nursing care administered and patient's response.

Ensures continuity of patient care through effective reporting at change of shift.

2. In Emergency and/or Urgent Care Department:

(a) Assessment: Complete triage within 15 minutes of presentation and according to CTAS guidelines. Obtain history and complete ongoing assessments.

(b) Planning: Develop plan of care which assigns priorities and prescribes nursing actions to achieve the desired outcomes. Communicates promptly with physician according to CTAS guidelines with a concise assessment.

(c) Implementation: co-ordinates and executes the physician's orders, according to medical plan of care, best practice, policy and procedure.

Performs nursing actions and care at a skill level which demonstrates the required knowledge and expertise.

Implements a teaching plan based on the patient's and families' identified needs.

Provides support to patient and family in understanding and coping with patient illness

Provide for the safety and well-being of the individual patient, including the environment.

(d) Evaluation: Continuously evaluates the outcomes of the nursing care of patients and modifies nursing measures and approaches accordingly.

Revises with the patient, family and relevant others the expected patient outcomes.

Maintains appropriate documentation and records of observations, nursing care administered and patient response.

Ensure continuity of patient care through effective reporting at transitions of care.

3. Participates in departmental and related committees/meetings when required.
4. Participates in educational activities and programs for patients and staff.
5. Participates in the orientation of new staff
6. Reports any untoward/unusual incidents to the Nurse Manager or designate, and record appropriately.
7. Accepts responsibility and accountability for independent actions.
8. Attends and participates in appropriate courses, conferences and workshops to promote professional growth and development.
9. Assists in the evaluation of staff performance.
10. Demonstrates the ability and competence to work with all computer systems and applications within the acute/long-term care setting, such as but not limited to Meditech, Gold Care, Word, Excel.
11. Participates in the department's quality management program
12. Other such duties or responsibilities as may be delegated from time to time by the Nurse Manager or delegate.

CONDITIONS OF EMPLOYMENT

1. Human Resource Policies
2. Corporation Policies
3. Department Policies
4. Association Contract