

Are you looking for an opportunity to be involved with a Long-Term Care Home offering high quality and compassionate care? Then Fairhaven is the place to be! Come be part of a passionate team that demonstrates the following values: resident focused, integrity, enthusiasm, innovation, inclusivity, and respect. Does this sound like the organization you want to work for? Check out the exciting position we currently have available.

Registered Practical Nurse (RPN)

POSITION SUMMARY:

The Registered Practical Nurse (RPN) at Fairhaven is responsible for assisting in the functioning of one or more resident home areas, resident care, staff and surroundings within their scope of practice. The RPN can practice independently only in situations where the outcome is predictable, and the risk is low. The RPN consults with the Registered Nurse (RN) in all other situations.

The Registered Practical Nurse demonstrates competence at the current level of knowledge for their practice, seeks help and guidance when unable to perform competently, refrains from practicing beyond their competence, and is accountable for their own practice.

RESPONSIBILITIES:

- Applies current knowledge regarding resident needs, principles of gerontology, nursing care and general health maintenance and promotion.
- Demonstrates accountability for their actions and decision making with respect to the provision of resident care.
- Practices competently within legislated standards as set by the College of Nurses and in compliance with Fairhaven policy.
- Provides ongoing assessment of resident health status using evidence-based knowledge and best practice guidelines.
- Provides information to the Registered Nurse for the development and modification of current, individualized nursing care plans. Complete RAI MDS assessments within legislated timeframes set by Ministry of Long-Term Care.
- Identifies indicators of risk to resident health and reports concerns to the Registered Nurse.
- Participates in resident care conferences as required.
- Provides direct nursing care on one or more resident home areas as defined by the Standards of Nursing Practice (CNO).
- Monitors and provides guidance to PSWs in the provision of nursing care within assigned work areas.

- Communicates effectively as team leader in a respectful manner with residents, family, members of health care team and staff of Fairhaven.
- Documents all aspects of resident care as per CNO guidelines and Fairhaven policy.
- Demonstrates self-awareness in realistic appraisal of personal practice, identifying strengths, weaknesses and plan for professional development.
- Maintains a safe and orderly resident home area(s) environment ensuring adequate supplies are available.
- Participates in other work related duties as assigned by the Registered Nurse and the Nursing Leadership team.
- Maintains a positive and harmonious relationship with all members of the Fairhaven community.
- Participates in Annual Education and in-services.
- Adheres to infection prevention and control program requirements.
- Ensures that all activities are carried out in a manner to reduce risk of injury to residents and staff.
- Participate in Fairhaven's Quality Improvement Initiatives.
- Implement a safety culture within areas of responsibility by ensuring residents and staff comply with regulations related to the Ontario Occupational Health and Safety Act, Fairhaven's Health and Safety policies and procedures, as well as other governing bodies.
- Perform all other duties as assigned.

QUALIFICATIONS:

- Registered Practical Nurse
- Current Certificate of Competence, College of Nurses of Ontario (to be verified at time of hire and annually)
- Long-Term Care experience is an asset
- Certificate in Administration of Medications (if not included in the RPN course)
- Effective interpersonal skills (conflict resolution) organization and multi-tasking skills, while dealing with stressful situations and challenges
- Demonstrates leadership skills
- Successful completion of annual AIS testing
- Able to fulfil the physical demands of the position

Applications for this position are accepted on an ongoing, continuous basis.

Interested candidates should forward their resume in confidence to:

Human Resources Department
human.resources@fairhavenlhc.com



881 Dutton Road Peterborough, ON K9H 7S4
Fax: 705-743-6292

For job specifications and instructions on how to apply please refer to the website at www.fairhavenltd.com/employment/current-employment-opportunities/

We appreciate receiving all applications; however only those candidates selected for an interview will be contacted.

Please note that if hired, your employment with Fairhaven will be contingent on receipt of a police and vulnerable sector screening free of criminal activities and satisfactory to Fairhaven's screening policy.

Fairhaven is an equal opportunity employer; we welcome all qualified applicants to apply. Should you require accommodations during the application process, please email the Human Resources department, or phone 705-743-4265 and ask to speak to a member of the Human Resources team. Reasonable accommodations will be provided upon request in accordance with the Ontario Human Rights Code.