

## **Registered Practical Nurse (RPN)**

### **Why Work for Us:**

Fairhaven is proud to be one of the leading-edge Long-Term Care Homes in the heart of the Kawartha's currently offering exciting opportunities to join our compassionate, caring, and forward-thinking group of nursing professionals. We offer an extraordinary, dedicated, and considerate work environment that demonstrates core values while offering excellence in healthcare with a primary overall focus of improving the lives of our residents. Fairhaven provides a work life balance with regularly scheduled 8-hour shifts allowing for continuity.

Fairhaven is committed to providing a positive and healthy work culture through consistent collaboration, open communication, and ongoing training and professional development opportunities throughout our organization.

### **What You'll Do:**

The Registered Practical Nurse (RPN) at Fairhaven is responsible for assisting in the functioning of one or more resident home areas, resident focused care, staff, and surroundings within their scope of practice. The RPN 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; they practice and provide care in accordance with the Professional Standards of the College of Nurses of Ontario (CNO).

### **What You'll Bring:**

- Valid RPN Registration with the Colleges of Nurses of Ontario (CNO).
- Clinical practice in Long-Term Care, geriatrics and/or mental health is an asset
- Effective interpersonal skills (conflict resolution) organization and multi-tasking skills, while dealing with stressful situations and challenges
- Demonstrates leadership skills
- Able to fulfil the physical demands of the position

### **Who You Are:**

- 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.
- Must be qualified to work in Canada legally for the employer
- 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



**Interested In This Position:**

- ❖ Qualified Candidates can submit their resume in confidence to: [careers@fairhavenltc.com](mailto:careers@fairhavenltc.com)
- ❖ Have Questions? We would be happy to answer any questions and to further discuss Fairhaven and our current opportunities. Please reach out to [careers@fairhavenltc.com](mailto:careers@fairhavenltc.com) and we can connect!

Please be advised that in order to be eligible for employment at Fairhaven, all new hires must have received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada AND have received the final dose of the COVID-19 vaccine at least 14 days prior to start date. Medical exemptions or any other kind of requested exemption based upon Fairhaven's obligations pursuant to the Ontario Human Rights Code will be considered on a case-by-case basis.

Employment with Fairhaven will be contingent on receipt of a Police and Vulnerable Sector criminal check and satisfactory to Fairhaven's screening policy.

