

Registered Nurses

COMPETITIVE COMPENSATION - WE PAY YOUR ANNUAL CNO LICENSE MEMBERSHIP!

IMMEDIATE EXTENDED HEALTH BENEFITS, OMERS PENSION OFFERED TO FULL-TIME EMPLOYEES upon hire!

Fairhaven is one of the leading-edge Long-Term Care Homes in Ontario. We are an extraordinary, dedicated, and compassionate team that demonstrates core values, offering excellence in healthcare by improving the lives of our residents every day. We fully understand and appreciate that the key to our success lies in our employees. If you're looking to join a team in which you will be valued, recognized, and treated with respect - you will find all that and more in Fairhaven!

The Registered Nurse (RN) is part of an interdisciplinary team and is accountable to the Resident Care Manager. The RN facilitates a collaborative working environment by means of proven leadership, teamwork, innovation, and best practices for nursing and resident care services. These responsibilities shall be carried out in accordance with Fairhaven's mission, vision, values, leadership philosophy, policies and procedures and applicable legislation and regulations.

RESPONSIBILITIES

- Maintain a resident-centered approach in assessment, planning, provision and evaluation of resident care.
- Applies current knowledge regarding resident needs, principles of gerontology, nursing care and general health maintenance and promotion.
- Direct and supervise the work of Registered Practical Nurses (RPN) and Personal Support Workers (PSW).
- Demonstrate accountability, effective communication, professionalism, and competency with residents, colleagues, family members and community stakeholders by providing high quality resident care within legislated standards as defined by the Ontario College of Nurses.
- Complete RAI MDS assessments within legislated timeframes set by Ministry of Long-Term Care.
- Facilitate resident care conferences.
- Oversee maintenance of emergency medication system.
- Participate in nursing research, resident satisfaction and continuous quality improvement initiatives.
- Implement a safety culture within area of responsibility by ensuring residents and staff comply with all aspects and regulations related to the Ontario Occupational Health and Safety Act, Fairhaven's Health and Safety policies and procedures as well as other governing bodies. • Works with Fairhaven's Human Resources department to ensure a fair and appropriate return to work, when employees are off due to illness or injury, and move quickly to resolve any issues related to safety, discipline, workplace violence and harassment.
- Adheres to infection prevention and control program requirements.

QUALIFICATIONS

- Valid RN License from Ontario College of Nurses, or eligibility to obtain a permanent or temporary license
- Long Term Care experience preferred

- Effective interpersonal skills (conflict resolution) organization and multi-tasking skills, while dealing with stressful situations and challenges
- Demonstrate organizational and time management skills
- Demonstrate leadership skills
- Able to fulfill the physical demands of the position

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.

Fairhaven is an equal opportunity employer; accommodation will be provided in accordance with the Ontario Human Rights Code.