Registered Practical Nurse

Part-Time

$33.41-$34.58/hour

Fairhaven is in the heart of the Kawartha's, a beautiful place to live and work, surrounded by natural beauty and a mere 90 minutes north-east of Toronto. Fairhaven is proud to be one of the leading-edge Long-Term Care homes in Ontario offering an exciting opportunity to join the Fairhaven team. Fairhaven offers an extraordinary, dedicated, and considerate work environment that demonstrates core values while offering excellence in healthcare with a primary overall focus of on enhancing the quality lives of our residents each day.

Fairhaven is committed to providing a positive and healthy work culture through consistent collaboration, open communication, along with professional development opportunities throughout our organization empowering staff to grow and succeed in their roles. Fairhaven offers competitive compensation, OMERS Pension, Employee Assistance Program and much more.

POSITION SUMMARY

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).

REPORTING RELATIONSHIP

Reports directly to the Resident Care Supervisor.

KEY RESPONSIBILITIES

- Deliver activation programs and activities to meet the resident's physical, social, intellectual, emotional and spiritual needs as directed by the Programs and Support Services Manager and/or Recreational Planner.
- 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.

QUALIFICATIONS

- Registered Practical Nurse
- Current Certificate of Competence, College of Nurses of Ontario (to be verified at time of hire and annually)
- Must be qualified to work in Canada legally for the employer
- 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

Interested candidates are invited to submit their resume and cover letter to careers@fairhavenltc.com.

Applications will be accepted until the position is filled. Fairhaven does not use artificial intelligence (AI) tools to screen, assess, or select applicants during the hiring process.

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

Please note 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; accommodation will be provided in accordance with the Ontario Human Rights Code.