



## **Hospice Care Ottawa**

### **HIRING – Registered Nurses Part-Time & Full-Time Work – Local 2017**

*Hospice Care Ottawa is a community-based charitable organization providing high quality end-of-life care for terminally ill people living in Ottawa. Services aim to provide residents and their loved ones with an experience in palliative and end-of-life care which is supportive and peaceful, surrounded by caring that reflects as closely as possible to a comfortable home environment. The HCO programs include day hospice, home support, family services and residential hospice services. Hospice Care Ottawa relies on and values the contribution of over 500 volunteers who contribute to every aspect of our programs. Hospice Care Ottawa is looking for people to work in a supportive integrated environment who are committed to providing the highest quality palliative and end-of-life care.*

#### **General Description:**

A staff nursing position within a community based residential Hospice.

#### **Key Responsibilities:**

Plans, coordinates, delivers and supports a team to provide day to day end-of-life palliative care for the residents in the Hospice and their families and/or significant others.

#### **Reporting relationship:**

- Reports to the Team Leader and/or the Manager of Resident Care
- Supervises - Under the direction and supervision of the Team Lead, the care team, including volunteers, provides end-of-life palliative care to the residents in the Hospice, and provides support to their families and/or significant others.

#### **Qualifications & Background:**

- Current registration with the College of Nurses of Ontario
- CNA Certification in Hospice Palliative Care or willingness to obtain
- LEAP Certification or willingness to obtain within 6 months
- A strong sense of dedication to the mission, vision and values of Hospice Care Ottawa
- Knowledge and experience in Hospice Palliative Care



- Excellent communication skills
- Leadership skills
- Understands Ethics as they relate to Hospice Palliative Care
- Ability to work as part of a team
- Ability to give and take direction
- Physically able to assist bedridden and disabled patients
- Current CPR
- Bilingualism an asset, English mandatory

### **Key Performance Indicators:**

- Quantitative and measurable results expected
- Qualitative results to be achieved contributing to the success of the incumbent.
- Creates daily assignment sheet for Personal Support Worker (PSW)
- Provides guidance and direction to Residence Volunteers as necessary
- Ensures that personal care to patients is carried out appropriately
- Administers medications to residents as prescribed
- Administers treatments to residents as prescribed
- Provides emotional support to residents and families/significant others as appropriate.
  - Refers family members to the Family Support Program as necessary
- Maintains records through appropriate charting, ensuring confidentiality
- Reports routinely to the Team Lead/Manager of Clinical Programs
- Carries out the appropriate procedures when a residents dies
- Carries out duties and responsibilities as designated by the Team Leads in his/her absence.
- As Team Leader, participates in daily Resident Team meetings (Rounds).
- Liaises with physicians as necessary
- Liaises with Pharmacies as necessary
- Liaises with and mentors medical residents as necessary
- Mentors new staff
- Participates in Student mentorship as required
- Participates in education opportunities (providing and receiving)
- Participates in annual Hospice at May Court Health and Safety Update(s)
- Participates on committees as required
- Participates in Hospice activities (i.e. Hike, Volunteer appreciation)



**Position Type: Part time and full time available**

Locations:

- May Court Hospice – 114 Cameron Ave. Ottawa
- Ruddy Shenkman Hospice 110 McCurdy Dr Kanata

We have vacancies now for three and four shifts per week in a 4 week rotation - days and evenings

Hospice Care Ottawa is committed to accessibility and to protecting the human rights of its employees. In support of this aim, Hospice Care Ottawa has implemented an accommodation process that provides accommodations for employees with disabilities. Hospice Care Ottawa will accommodate employees with disabilities up to the point of undue hardship.

The accommodation supports available to employees are explained in our AODA Employment policy. If your acceptance of the terms and conditions of this Offer of Employment necessitates a specific accommodation because of a disability or a medical need, please contact the Human Resources Department. This ensures that the appropriate accommodations are in place before you begin your employment. Do not hesitate to reach out to your immediate supervisor or the Human Resources Department if you require an accommodation related to a disability or a medical condition at any point during your employment with Hospice Care Ottawa.

Hospice Care Ottawa RNs are members of the Local 2017 - Collective Agreement.

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**Disclaimer**

The above statements are intended to describe the general nature and level of work being performed in this job. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of this role. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

We are an equal opportunity employer welcoming applications from individuals with diverse backgrounds. We offer a competitive community wage salary and benefit packages to employees who are assigned a permanent line of 24 hours per week or more.

At this time we are focusing our hiring on RNs looking for permanent part time work or permanent full time work.



Please submit resume and letter of interest to Judy Cobus, Manager of Residence Care

Deadline March 16, 2020

No phone calls please.

Judy.cobus@hospicecareottawa.ca

Hospice Care Ottawa

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