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## **Registered Health Care Assistant (RHCA): Regular Positions**

**We are hiring skilled and compassionate RHCA's to join our team.**

Salary Range: \$23.74 - \$25.96 (Step 1-4 as per Article 48)  
Shift Premiums: \$.70 per hour/evening shifts; \$2.50 per hour/night shifts; \$1.25 per hour/weekend shifts (as per Article 24)  
Union: BCNU North Okanagan Hospice Society Collective Agreement

North Okanagan Hospice Society offers quality end-of-life care to the dying and their loved ones, a team environment where caring, integrity, cooperation and humour are valued and a workplace where individual contributions are appreciated.

### Qualifications:

- RCA/HCA Certificate
- BC Care Aide / Community Health Worker registration (\*please include your number\*)
- Recent facility experience caring for patients with complex care needs an asset
- Availability to work 8-hour days, 6 or 8 hour evening shifts and 8 hour night shifts
- Physical and emotional ability to perform the duties of the position
- Enthusiasm for learning and working in a team environment
- Ability to establish and maintain rapport with clients and families
- Effective verbal and written communication skills
- Ability to organize and prioritize
- Ability to operate related equipment
- Current Food Safe Certificate
- Current Certification in Emergency First Aid-Community Care
- Palliative Care Certificate or equivalent training and experience in end-of-life care an asset
- All staff must provide evidence that they have complied with the Province of British Columbia Public Health Office immunization and tuberculosis control programs prior to employment.

Please include a short description of your philosophy of care for those facing the end of life with your application. In addition, please send a copy of your RCA (and registry number), Food Safe and First Aid Community Care certificates along with your cover letter and resume.

Email your complete application to:

**Anna Brereton, Interim Care Team Leader**  
**North Okanagan Hospice Society**  
**CTL@nohs.ca**

*Our Mission:*  
Quality end of life care for all in the North Okanagan.