

Licensed Practical Nurse (Casual)

We are looking for skilled and compassionate Licensed Practical Nurses to join our interdisciplinary team of staff and volunteers.

The Licensed Practical Nurse (LPN) is a member of the interdisciplinary team in providing quality hospice palliative care to clients and loved ones. The LPN works as a key member of the clinical team in providing excellence in palliative care in accordance with established policies, procedures and standards. The LPN performs assessments, plans and provides personal care, and performs nursing procedures to their full scope of practice. The LPN operates in accordance with the competency guidelines and full scope of practice within the Standards of Practice as outlined by the BC College of Nurses and Midwives, and according to the North Okanagan Hospice Society's operating policies and standards and unit specific protocols.

Salary Range: \$29.58 - \$34.31 (Year 1 to 9 - as per Article 48)

Shift Premiums: \$.70 per hour/evening shifts; \$2.50 per hour/night shifts; \$1.80 per hour/weekend shifts (as per Article 24)

Union: BCNU Collective Agreement

Reports to: Care Team Leader

Major Responsibilities:

- Assesses patient/resident/family's actual and potential strengths and limitations including physiological, socio-cultural, and spiritual needs. Where appropriate, encourages patient/resident participation in activities of daily living.
- Contributes to the development and ongoing changes to the individualized plan of care, including attending and providing input into multidisciplinary care planning meetings and family conferences.
- Performs nursing care and procedures and evaluates outcomes. Administers medications to assigned patients/residents according to unit specific protocols.
- Participates in admissions, discharges, and transfers of patients/residents according to the NOHS operating policies and procedures.

- Documents and updates all relevant information about care and procedures to achieve patient/resident safety and comfort.
- Assists in the orientation and continuing education of new staff, students and other members of the Health Care Team.
- Participates in continuous quality improvement and program evaluation activities, education sessions, team conferences, meeting and committees.
- Assists other members of the care team in non-nursing duties as time permits ie: light housekeeping, terminal room cleaning, food service and laundry.
- This position requires a rotation between days, evenings and nights subject to change.
- Performs other related duties as required.

Qualifications: Education, Training and Experience

- Registration with BC College of Nurses and Midwives as a practicing LPN registrant.
- Knowledge and experience in end-of-life care.
- Any recognized Palliative Care program as asset.

Skills and Abilities:

- Excellent interpersonal communication skills
- Leadership abilities
- Ability to work effectively in a team environment with a minimum of supervision
- Organizational and time management abilities
- Physically able to perform the duties of the position
- Established self-care plan

Core Competencies:

- Communicate effectively, both verbally and in writing, with residents, families, co-workers, members of the multidisciplinary team and the public.
- Deal with others effectively.
- Organize work and implement a plan of care.
- Demonstrate knowledge and competencies to work at full scope of practice as currently required by the BC College of Nurses and Midwives, including administering medications.
- Operate related equipment
- Physically carry out the duties of the position.
- Conveys and receives messages clearly; expresses ideas and actively listens to others
- Works cooperatively with others to achieve organizational goals

- Plans ahead, is resourceful in taking action and generating viable ideas
- Understands and manages one's own behavior; practices healthy self-care.
- Conveys an open, flexible mindset with a focus on positive outcomes.
- Foodsafe preferred.

Please note that as part of our commitment to the health and safety of our patients, staff and community from COVID-19, subject to any accommodation required by applicable human rights legislation, NOHS requires that all staff and volunteers have received all required doses of a COVID-19 vaccine approved by Health Canada.

To Apply:

Send your resume, cover letter, BCCNM registration and a short description of your philosophy of care for those facing the end of life to CTL@nohs.ca.