

Position Title: Registered Nurse – Hospice at Home
Date Est. July 17, 2024
Wage Level: Year 1 -Year 9 Registered Nurses (as per Article 48 of the *Collective Agreement*)
Wage: \$41.17 to \$53.92
Reports To: Care Team Leader (supervisory); Hospice Manager

Position Summary:

Home Hospice Nurses assess, identify, plan, implement and evaluate the nursing care required to assist clients in the community; in meeting their physical, social, spiritual and psychological needs. The Registered Nurse will work within an interdisciplinary clinical framework in accordance with BCCNM standards.

Major Responsibilities:

- Provides care as part of a team that supports the NOHS vision, mission, team values, policies and procedures, as well as BCCNM standards.
- Delivers direct Nursing care.
- Consults with care team members in the development and delivery of an effective care plan.
- Coordinates the activities of care team members in delivering care and at transition points.
- Contributes to interdisciplinary consultations and chart rounds daily for the physical, emotional, social and spiritual needs of clients and caregivers.
- Supervise and contribute to the continual training and development of junior staff, volunteers and acts as a mentor to students/nurses on clinical placements.
- Committed to excellence and continuous learning in providing quality hospice at home palliative care
- Confidentially documents information including assessments, nursing care plans, medication administration, client and caregiver status, progress and discharge plans in a computerized environment
- Administers medication and manages care as per BCCNM RN scope of practice
- Driving to and from client's home in own vehicle.
- Maintains a safe environment for client, family, staff and volunteers.
- Participates in and attends educational in services or provides other educational programs to health care staff as required.
- This position requires a rotation between days, evenings and night shifts and on call, this is subject to change.
- Undertake any additional duties or responsibilities deemed reasonable and appropriate by the Hospice Manager.

Qualifications: Education, Training and Experience

- Registered Nurse with BCCNM registration
- Knowledge and experience in end-of-life care (minimum (1) year)
- CHPCN(c) a asset
- Pallium Canada LEAP training is required

- Valid first aid certificate
- Valid Driver's License and has own vehicle insured for work travel.

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
- Maintains own levels of professionalism and competence by attending training and development courses as required and as agreed with the manager through the appraisal process

Core Competencies:

- Conveys and receives messages clearly; expresses ideas and actively listens to others and displays excellent customer service
- Works cooperatively with others to achieve organizational goals
- Plans ahead, is resourceful in taking action and generating viable ideas
- Understands client needs and provides high standards of service
- Understands and manages one's own behaviour; practices healthy self-care
- Conveys an open, flexible mindset with a focus on positive outcomes.

Employee Name: _____
Please print clearly

Employee Signature: _____

Date: _____