

Employed Student Nurse (ESN) 280 hours

Posted: September 25, 2024
Position Closes December 2nd, 2024
Effective: June 1, 2025

To apply: submit letter of intent to Michelle Turner: michelle@nohs.ca

Position Description

Position Title: Employed Student Nurse: completed 3rd year
Date Est.: March 27, 2022
Wage: \$31.50
Union: Excluded
Position: 280 hours
Reports To: Education and Resource Leader

Position Summary:

The Employed Student Nurse (ESN) is a member of the interdisciplinary team in providing quality hospice palliative care to clients and loved ones. The ESN works as a key member of the clinical team in providing excellence in palliative care in accordance with established policies, procedures, and standards.

The Employed Student Nurse performs assessments, plans, and provides personal care, and performs nursing procedures to their scope of practice. ESN practice is about consolidating current learning by working within the competencies attained in an educational program.

The Employed Student Nurse operates in accordance with the competency guidelines and within the Standards of Practice as outlined by the BC College of Nurses and Midwives (BCCNM), and according to North Okanagan Hospice Society's operating policies and standards and unit specific protocols.

Major Responsibilities:

- Assesses patient/resident/family's actual and potential strengths and limitations including physiological, psychological, 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 NOHS operating policies and procedures
- Documents and updates all relevant information about care and procedures to achieve patient/resident safety and comfort

- 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 night shifts subject to change.
- Performs other related duties as required
- Works under the supervision of a named RN who is physically present and readily available to provide direction
- ESN position is supernumerary
- Works only in authorized workplace
- Not supervise other staff, volunteers, contractors, or nursing students
- Never be solely responsible for the care of clients

Qualifications: Education, Training and Experience

- Registration with BC College of Nurses and Midwives as an Employed Student Registrant
- Maintains enrollment in a recognized entry-level registered nursing program
- Knowledge and experience in end-of-life care
- Any recognized Palliative Care program 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

Skills and Abilities:

- Excellent interpersonal communication skills
- 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:

- Work within the competencies they have attained in their educational program
- Practice within their competence level and in accordance with BCCNM Standards of practice and employer policies specific to the role of the ESN
- 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
- 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 and 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