

JOB POSTING - HOSPICE AT GLENGARDA

Title:	Licensed Practical Nurse (LPN)
Department	Care Services
Reports to:	Hospice Clinical Manager
Number of vacancies:	10
Employment Type:	Permanent
Employment Term:	88%, 73%, 59% and Casual
Posting Date:	July 31, 2020
Closing Date:	August 7, 2020
Hours of Work:	12-hour shifts, days/nights
Rate of pay:	competitive salary and benefits package

THE HOSPICE IS GUIDED BY THE MISSION AND VALUES OF EMMANUEL HEALTH:

MISSION

Guided by the healing Ministry of Jesus Christ, Emmanuel Health provides acute, long-term and community care throughout Saskatchewan. In the tradition of Catholic social justice teaching and service, we respond to the unmet needs of the vulnerable and the communities we serve through compassionate innovative service and partnerships.

VALUES

Compassion – we build genuine relationships that honour human dignity with respect and tenderness, creating a safe environment for all.

Innovation – we boldly lead the way with courage, continuously improving and advancing creative solutions.

Commitment – we are dedicated to the service of others through the application of Catholic social teachings, accountable actions, meaningful collaboration, and responsible stewardship.

JOB DESCRIPTION

The LPN provides each patient with routine daily nursing care and other desired services in accordance with the patient's assessment, choices and care plan. The LPN also provides leadership in the Hospice, ensuring the Vision, Mission, and Values of Emanuel Health are supported through the care provided.

The LPN is a member of a self-directed, cross-trained team, planning and coordinating patient care, creating a home-like environment and strengthening community.

All direct care staff, including the LPN, are trained in food service, housekeeping, laundry, and activities that directly affect the patient's environment.

JOB QUALIFICATIONS

The successful applicant:

- License to practice and in good standing with SALPN
- Current CPR certification
- Experience in Hospice Palliative Care Nursing preferred
- Excellent clinical skills and demonstrated understanding of the nursing process
- Demonstrated ability to assume a leadership role as required
- Ability to communicate in English, verbally and in writing
- Gentle Persuasive Approach training
- TLR certification

PRINCIPLE ACCOUNTABILITIES

Patient Directed/Person Centered Care

- Provide care according to each individual patient's care plan and wishes
- Demonstrate flexibility in readily readjust priorities according to patients' needs
- Ensure patients' needs are met in a timely manner, e.g. call lights, personal requests, etc.
- Respect patients' privacy and personal space in all interactions
- Demonstrate to all staff, patients and families that the Hospice is committed to creating the pleasures of daily life in a home-like environment
- Encourage pleasurable moments, laughter and fun in the Hospice

Leadership

- Support co-workers and provide education, orientation, and supervision as required
- Facilitate a sense of team connection, collaboration and participation
- Facilitate conflict management while respecting the diversity, strengths and ideas of others

- Work as a team to ensure that the physical and psychosocial needs of the patients are met, based on their needs and preferences
- Participate in mentoring new staff through orientation, training, coaching, educating and support
- Demonstrate efficient and effective use of all resources
- Communicate clearly and effectively with co-workers, physicians and others
- Demonstrate the Vision, Mission and Values of Emanuel Health in all interactions
- May lead educational updates and daily staff huddles
- Positively promote the mission of Emanuel Health and Hospice within the community

Administration of Medication and Treatment

- Safely and accurately administers all medications and treatments
- Follows Hospice policy regarding medication administration
- Completes medication incident forms as per policy
- Participates in activities related to the prevention of medication incidents
- Time medications/treatments to fit with patient's needs, routine or preference
- Communicate with patients, physicians, staff and families regarding the status of medications and treatments
- Actively participate in pharmacy in-services

Clinical

- Demonstrates strong commitment to achieving the best clinical outcomes
- Participates in clinical reviews, rounds and patient and family conferences
- Responds to patients and family's questions or concerns in a respectful and timely manner
- Respects and responds to the patient's right to refuse treatment
- Completes care in accordance with best practice guidelines
- Involve RN and Clinical Manager for any wound greater than stage 2
- Assist with personal care needs of patients (toileting, bathing, dressing, etc.)
- Alert the RN to changes in the patient's condition
- Assist physician and/or nurse practitioner for rounds
- Respond and promptly report all incidents involving the patient to the patient's family contact and to the RN and Clinical Manager
- Observe patient care and note changes and any concerns

Activity/Housekeeping/Laundry/Food Service

- Support patients in engaging in social/recreational activities according to their preferences
- As needed, perform basic housekeeping duties, food preparation, and laundry care to maintain a clean, comfortable home-like environment for patients

Care Planning and Documentation

- Complete patient assessment and care plan with input from the patient, family and care team
- Document interventions and patient responses accurately and completely
- Process physician's orders and implement according to policy and procedure
- Assess, plan, implement, and evaluate care in accordance with the individualized plan for the patient's care
- Communicate any patient specific risks, or risks to staff, to all members of the team. Document and include plans to remove or reduce risks in the care plan

Personnel

- Plan time off from work in advance, ensuring essential responsibilities can be covered
- Report to work according to schedule
- Work within scheduled hours
- Adjust meal/break times as required to safely meet patient needs
- Use the telephone in a professional manner
- Follow Hospice dress code/personal hygiene policy
- Use good judgement if required to replace staff due to illness/absence
- Identify any staff performance concerns

Performance & Quality Improvement

- Seek resident/family evaluation of care provided
- Participate in Hospice surveys
- Serve on committees, attend meetings as requested
- Participate in audits/rounds. Recognize strengths and areas for improvement
- Share concerns/information with team members and demonstrate willingness to help solve any problem.

Education

- Demonstrates a willingness to learn
- Meets education requirements to maintain certification and licensure; participates in in-services and continuing education related to practice
- Shares knowledge and skills through participation in in-services, orientation of new staff and support of team

Workplace Safety

- Follow the safe work practices and procedures as per the Occupational Health and Safety Act and Regulations
- Comply with all WHMIS requirements
- Comply with all infection prevention and control standards
- Understand emergency plans and respond appropriately

- Protect co-workers from injury; notify RN/Clinical Manager immediately of unsafe situations or equipment
- Follow TLR requirements
- Report any known or suspected harassment to RN/Clinical Manager

SECONDARY ACCOUNTABILITIES – Additional duties as assigned

HOURS OF WORK – 12 hour shifts Days/Nights

PHYSICAL DEMANDS – See Job Safety Analysis (JSA)

MENTAL DEMANDS

- Ability to work with frequent interruptions
- Ability to distinguish priorities in patient care and follow through with them
- Ability to remain calm and supportive in difficult and emotionally challenging situations
- Takes initiative to advocate for patients
- Resolves conflict effectively

EMPLOYEE RISK AND RESPONSIBILITY

- All employees are responsible and accountable for compliance with workplace policies and procedures for risk identification, risk assessment and risk management.
- Exposure to animals is anticipated.

DIRECT INQUIRIES TO

Please submit resume and current references to

Meredith Wild, Clinical Manager – Hospice at Glengarda, hospice@samaritanplace.ca or mail to
375 Cornish Road, Saskatoon, SK S7T 0P3

Thank you for your interest in this position. Only those chosen for an interview will be contacted.