



POSITION DESCRIPTION

Position: RN-Registered Nurse
Reports to: Clinical Care Lead
Remuneration: Hourly Rate

Who we are:

Lionel Kelland Hospice is the first community based residential hospice in Newfoundland and Labrador providing end-of-life care to residents and their families with care, respect, and dignity.

Our values are the fundamental principles that guide the work of Lionel Kelland Hospice, and they apply not only to its residents and their families, but also to our staff, physicians, and volunteers. These are our values that we cherish the most in our workplace: compassion, integrity, excellence, commitment, and collaboration.

We strive to create a workplace where employees are treated with respect and compassion. By working together in a positive environment, we can ensure that the final chapter of a person's story is dignified and peaceful.

Position Summary:

As assigned by the Clinical Care Lead, and in collaboration with the interdisciplinary hospice team, including physicians, social workers, spiritual care providers, volunteers, and other allied health professionals, the Registered Nurse (RN) is responsible for providing end-of-life care and support to residents and families admitted to Lionel Kelland Hospice.

The expectations of this role include: conducting ongoing comprehensive nursing assessments on all residents while meeting their ever-changing physical, emotional, and spiritual needs; engaging in a therapeutic relationship with all residents and families while delivering the best possible care experience; and maintaining strict confidentiality of all resident information in accordance with the Personal Health Information Act (PHIA). The RN is aware of, and able to navigate, Medical Assistance in Dying (MAiD) inquiries in alignment with LKH policy and applicable legislation, including respectful conscientious objection processes.

As required, the Registered Nurse provides support and direction to Licensed Practical Nurses, Personal Care Attendants, and volunteers involved in direct and indirect resident and family care.

Duties and Responsibilities:

1. General:

- Provides direct nursing and palliative care to residents ensuring that the emotional, spiritual and physical comfort needs, and safety of residents and their families are met to the greatest possible extent on an ongoing and consistent basis.
- Performs routine nursing duties in accordance with Lionel Kelland Hospice policies and procedures and Standards of Nursing Practice as defined by the College of Registered Nurses of Newfoundland and Labrador.
- Performs specialized nursing procedures for which recognized training and current competence can be demonstrated and completed.
- Maintains the highest standards of accurate and complete documentation regarding all elements of resident care.
- Participates in the admission of new residents.
- Administers and records medication as prescribed.
- Receives and transcribes physicians' orders.
- Follows the appropriate process upon the death of a resident.
- Provides direction, support and delegation to Licensed Practical Nurses, Personal Care Attendants and volunteers as appropriate.
- Facilitates and supports advance care planning conversations with residents and families, including goals of care discussions, in collaboration with the Care team.
- Assumes other related duties as assigned by the Clinical Care Lead.

2. Quality Assurance:

- Adheres to infection prevention and control (IPAC) standards as required by Lionel Kelland Hospice policies and provincial public health guidelines.
- Participates in ongoing internal and/or external continuing education activities.
- Participates in the orientation and ongoing education of Hospice staff and volunteers.
- Participate in quality activities and continuous improvement initiatives.
- Participate in proactive health & safety activities while performing all duties.
- Is responsible for notifying the Clinical Care Lead of any health and safety risks or concerns.
- Maintains confidentiality of all residents and Hospice information and discusses the same with appropriate Hospice personnel in accordance with PHIA.
- Participates in the evaluation of the resident care program, techniques, standards and procedures by providing feedback about effectiveness and resident care outcomes.

Qualifications:

- Graduation from an accredited School of Nursing, with a Bachelor of Nursing degree preferred.
- Current registration with the College of Registered Nurses of Newfoundland and Labrador (CRNNL).

- Minimum of one (1) year of experience in palliative, hospice, or end-of-life care is preferred; equivalent experience and demonstrated competency will be considered.
- Demonstrated competency in relevant clinical skills.
- Demonstrated experience in pain and symptom management.
- Experience in wound care an asset.
- Certification in Hospice Palliative Care Nursing (CHPCN(C)) through the Canadian Nurses Association, or commitment to working toward certification, is considered a strong asset. Completion of other palliative care education, i.e. LEAP and/or The Fundamentals of Hospice Palliative Care is also considered an asset.

Other Skills and Abilities:

- A strong sense of dedication to the mission, goals and objectives of Lionel Kelland Hospice.
- Proven ability to effectively communicate with all levels of clinical and non-clinical personnel with a warm, compassionate, and caring attitude and a commitment to teamwork.
- Exceptional interpersonal skills and communication skills; leadership skills and the ability to give and take direction.
- Ability to handle difficult situations in a caring, empathetic manner with good judgement.
- Demonstrates awareness of and sensitivity to diverse cultural, spiritual, and personal values, with a commitment to culturally safe and inclusive end-of-life care.
- Comfortable discussing death and dying with residents and families, and able to work with residents living with and dying from advanced illness.
- Demonstrated emotional resilience and strong coping skills, including commitment to self-care and peer support, to sustain wellness in a demanding end-of-life care environment.
- Positive attitude and a willingness to “go the extra mile” when delivering quality care and building positive community relations.
- Highly developed problem-solving and conflict management skills.
- Ability to work independently, as well as part of a team; able to perform and prioritize multiple functions and tasks.
- Physical ability to perform the duties of the position, including the ability to work both 12-hour day and night shifts.
- Demonstrated computer skills and experience with electronic information systems.

Standards of Performance:

The Registered Nurse must demonstrate ongoing competence and a commitment to continuous quality improvement in completing all duties and responsibilities as detailed in this job description, in accordance with all Hospice policies and approved plans.

I have read and understood the contents of this position description.

Name: _____

Signature: _____