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## VACANCY POSTING

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<b>Vacancy:</b>	Registered Nurse
<b>Description of Position:</b>	Casual
<b>Number of Vacancies:</b>	1 Position
<b>Unit:</b>	Hemodialysis
<b>Wage Grid:</b>	\$39.07 - \$56.00
<b>Employee Group:</b>	ONA
<b>Shift Work:</b>	May be required
<b>Weekend Work:</b>	Yes

<b>Date Posted:</b>	August 6, 2025
<b>Closing Date &amp; Time:</b>	August 13, 2025 at 1700 hours
<b>Reference Number:</b>	#25-155 CAS RN HEMO

*Please note: this is for an existing position*

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## ROLES AND RESPONSIBILITIES

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### PATIENT SAFETY

Every employee's responsibility is to ensure that the hospital's patient safety goal continues to be the centrepiece of our quality and risk management program and that every patient is treated within a safe environment. To ensure compliance with this goal, each employee must:

- Find, report, and prevent incidents/near misses or adverse effects
- Communicate/report areas of concern immediately to your Manager
- Complete a Near Miss Form or Incident Report to communicate or report incidents or near misses

### SUMMARY OF POSITION:

The Registered Nurse delivers nursing care in accordance with current practice standards of the College of Nurses of Ontario and with all relevant legislation. The Registered Nurse functions within the hospital policies and procedures and is accountable for own actions. The Registered Nurse functions in the capacity of Team Leader as delegated by the Clinical Manager.

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## NATURE AND SCOPE OF WORK

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- Uses the nursing process effectively in delivery of care
- Conducts admission procedures and a nursing history
- Assesses and identifies patient needs in consultation with team members and develops appropriate care plans
- Participates in unit's nursing audit and Quality program
- Provides health teaching to patients/families
- Co-operates with affiliated secondary schools, colleges, and universities in providing learning opportunities to students

- Works co-operatively and collaboratively with all members of health care team in planning and provision of care
- Maintains competency relative to current practice through active participation in in-service and continuing education programs
- Practices within their scope of practice, as per the policies of WDMH and the College of Nurses (CNO)
- Delegates functions appropriately and provides effective supervision for those team members to whom delegates tasks
- Communicates relevant clinical information to appropriate members of the multidisciplinary care team, in a timely fashion
- Documents care, and patient information in the Clinical Record as directed by hospital policy and procedure
- Contributes to the ongoing assessment of the health needs of the patient
- Provides health teaching to patients and their families. Assist with inter-hospital transfer of patients
- Participates on various hospital committees and supports quality improvement processes
- Attends unit staff meetings as often as possible and read circulated documentation/minutes to remain abreast of changes and Hospital activities
- Administers medications according to accepted standards of practise
- Utilizes narcotics in accordance with all standards and legislation
- Regularly attends unit meetings
- Practises with due regard for the security of the building and of co-workers, as well as for approved budgets
- Assists with care on units other than her/his usual unit as required
- Assists in the orientation of new employees

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## **QUALIFICATIONS**

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- BScN – 4-year degree from a Canadian University or equivalent
- Currently registered with the College of Nurses of Ontario as a Registered Nurse
- Demonstrated competence in nursing practice
- Minimum 2 years of recent, clinical experience in a hospital environment and/or a specific department
- Additional current certification / courses (as required) pertinent to the areas of practise (as determined unit-specific qualifications below)
- Strict confidentiality of all patients and hospital related information
- Ability to lift and transfer patients
- Excellent attendance and appropriate availability to fulfil shift commitment
- Ability to relate well with patients, members of the health care team and the general public
- Responsible for his/her own professional development
- Ensure that patients are treated within a safe environment
- Obtain a satisfactory Police Check (vulnerable sector)

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## **UNIT-SPECIFIC QUALIFICATIONS**

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- Acute Care nursing experience (required), Hemodialysis nursing experience (preferred)
- Demonstrates theoretical knowledge of the care of patients with end-stage Renal diseases
- Nephrology certification (preferred)
- Previous or current education in Nephrology will be considered an asset
- Demonstrates a professional and respectful attitude to patients, to the public and to colleagues

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## ALIGNMENT WITH WDMH COMMITMENT STATEMENT

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The duties and responsibilities of this position include alignment with the Winchester District Memorial Hospital's Commitment Statement. It is the Hospital's mandate to ensure that all employees adhere to the following as a duty of their employment:

### ***Our Commitment***

*We are here to care for our patients with compassion - close to home and with our partners.*

*We pursue excellence in all we do.*

*We are one team. We value respect, accountability, innovation, and learning.*

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## APPLICATION INFORMATION

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Further information is available from **Shannon Horsburgh, Clinical Manager at extension #6325**. Interested employees should apply in writing, by email only indicating their qualifications to Brenda Fancey, Manager Recruitment, Compensation and Benefits at [bfancey@wdmh.on.ca](mailto:bfancey@wdmh.on.ca). When applying for any posted vacancy it is mandatory that you provide a thoroughly completed Application for Employment or attach a resume with all of the necessary information to assist in determining whether you meet the requirements of the position as outlined on the posting. Failure to do so will result in your application being screened out of the competition.

**At WDMH, we want you to experience work that is positive and rewarding -- in a safe, supportive and professional environment. We are driven by Compassionate Excellence and are committed to providing an inclusive and barrier-free work environment. We invite all qualified applicants to explore careers with WDMH.**

Accommodations are available on request for candidates taking part in all aspects of the selection process.