



---

## VACANCY POSTING

---

<b>Vacancy:</b>	Nursing Resource Team: Registered Nurse
<b>Description of Position:</b>	Temporary Full Time
<b>Number of Vacancies:</b>	2 Positions
<b>Units:</b>	Emergency, Enhanced Care Unit, Medical Surgical
<b>Term:</b>	May 2021 – May 2022
<b>Employee Group:</b>	ONA
<b>Shift Work:</b>	8-hour shifts
<b>Rotation:</b>	Day, Evening, and Night rotation
<b>Details:</b>	<i>The successful candidate will become part of the Nursing Resource Team that will support multiple units. This position starts May 2021 (early start available), until May 2022, with the possibility of extension. The Nursing Resource Team will work 8-hour shifts, with a Day, Evening, and Night shift rotation.</i>

<b>Date Posted:</b>	April 6, 2021
<b>Closing Date &amp; Time:</b>	April 13, 2021 at 1700 hours
<b>Reference Number:</b>	#21-90/91 T-FT NRT RN ED/ECU/MEDSURG

---

## ROLES AND RESPONSIBILITIES

---

### 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.

---

## **NATURE AND SCOPE OF WORK**

---

- 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

---

## **UNIT SPECIFIC QUALIFICATIONS**

---

### **EMERGENCY DEPARTMENT:**

- Recent and at least 2 years' experience in Emergency/Critical Care nursing (within last 2 years)
- Current CPR, TNCC and ACLS required
- Current CTAS course/ training required
- Successful candidate will be required to participate in Emergency Nursing educational opportunities

### **ENHANCED CARE UNIT:**

- Successful completion of a Critical Care or Emergency Nursing Program preferred
- Current ACLS required

### **MEDICAL SURGICAL UNIT:**

- Recent (within the past 2 years) medical surgical nursing experience preferred
- Cardiac Monitoring knowledge an asset
- Current Basic Cardiac Life Support (BCLS) certification

---

## GENERAL QUALIFICATIONS

---

- 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)

---

## ALIGNMENT WITH WDMH COMMITMENT STATEMENT

---

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.*

---

## APPLICATION INFORMATION

---

Interested applicants should apply in writing, (by email only) indicating their qualifications in a cover letter and resume to Brenda Fancey, Corporate Manager - Recruitment, Compensation and Benefits at:

**[hresources@wdmh.on.ca](mailto:hresources@wdmh.on.ca)**

Winchester District Memorial Hospital welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We appreciate interest from all candidates, however only those selected for an interview will be contacted.