



JOB POSTING

Position Title: Licensed Practical Nurse (LPN)
Reports to: Nurse Manager
Job Status: 1 Permanent 0.5 FTE position
Remuneration: \$31,112.64 Annually, paid breaks, Vacation, Absence time, Group Benefits, RRSP Matching

Hospice Halifax is a compassionate and supportive community of staff members, volunteers, and donors dedicated to making dying and living as comfortable and meaningful as possible at the end of life. Our hospice residence is an inclusive space where individuals and their families receive personalized and dignified end-of-life care.

Primary Functions of the Position:

Working in partnership/collaboration with RNs, LPNs, Care Team Assistants, and other members of the Hospice care team, this position is responsible for providing the highest quality of nursing care to patients and their families. A compassionate nature and excellent interpersonal skills will make you a good candidate for this position. In this role, you will be assessing patients' medical conditions, maintaining patients' comfort during the final stages of life, and providing loved ones with guidance and support.

Hospice Halifax continues to take action against racism and discrimination in the workplace and to identify and address systemic barriers to full and equal participation. As such, each member of our team must be committed to fostering a safe working environment where all members of the team experience an authentic sense of inclusion and belonging.

Duties and Responsibilities:

- Participates in the admission of new patients;
- Through consultation with the care team, the patient and their loved ones, assists with development, implementation and evaluation of patient care plans;
- Provides direct nursing and palliative care to patients according to the established care plan; ensuring that the emotional, spiritual and physical comfort needs and safety of patients and their families are met to the greatest possible degree on an ongoing basis;
- Performs routine nursing duties in accordance with Hospice policies and procedures and Standards of Nursing Practice as defined by the Nova Scotia College of Nursing (NSCN)
- Performs specialized nursing procedures for which recognized training and current competency can be demonstrated and completed;
- Frequently visits patients to monitor comfort;
- Works with the existing management and health services teams to promote communication and compliance to policies, procedures and applicable legislation;
- Receives and transcribes physicians' orders, through eMAR
- Administers and records medication as prescribed and as per scope of practice, through eMar

- Maintains the standards of accurate and complete documentation and reporting of a patient's status, using electronic charting
- Maintains and updates medical charts, patient files, and health records;
- Follows the appropriate process upon the death of a patient;
- Provides support to the Clinical team members and Volunteers, as appropriate;
- Participates in policy and procedure development;
- Assumes other related duties as assigned by the Nurse Manager.

Quality Assurance

- Understands and implements infection prevention and control practices
- Participates in ongoing internal and/or external continuing education activities
- Participates in the orientation and ongoing education of Hospice staff and volunteers
- Participates in quality activities and continuous improvement initiatives
- Participates in proactive Health & Safety activities while performing all duties
- Is responsible for notifying the Nurse Manager of any Health & Safety risks or concerns
- Maintains confidentiality of patient and Hospice information and discusses the same only with appropriate Hospice personnel
- Participates in the evaluation of the patient care program, techniques, standards and procedures by providing feedback about effectiveness and patient care outcomes

Qualifications and Experience:

Education and Professional Experience:

- Current registration with the Nova Scotia College of Nursing (NSCN)
- Current CPR certification and commitment to renewal
- Demonstrated expertise in pain and symptom management
- Recent palliative care experience is desirable
- Demonstrated computer skills and experience with electronic information systems
- LEAP Certification (Learning Essential Approaches to Palliative Care) would be an asset
- As per the COVID-19 Mandatory Vaccination Protocol in High-Risk Settings, Nova Scotia Health requires all team members to be fully vaccinated

Skills and Abilities:

- Knowledgeable about and committed to the hospice philosophy of care
- Excellent communication and interpersonal skills
- Ability to work with patients/family living with and dying from advanced illness
- Strong patient-centered focus
- Strong organizational and prioritization skills
- Sound judgment and attention to detail
- Ability to work collaboratively and as part of team
- A strong and clear understanding of ethics, especially related to hospice palliative care
- Ability to give and take direction
- Experience in wound care is considered an asset

Work Conditions:

- Physical ability to perform all duties of the position
- Ability to work 12 hour day and night shifts
- Availability to work rotational shifts

How to Apply:

Please forward a cover letter and resume to careers@hospicehalifax.ca and reference “LPN2023” in the subject line of the email.

Hospice Halifax is committed to fostering a diverse and inclusive work culture. We welcome and encourage applicants who are BIPOC, LGBTQ2S+ and persons with (dis)abilities to self-identify in their cover letter.

We thank all applicants for their interest in working with Hospice Halifax. Only those selected for interviews will be contacted.

Closing Date: May 29, 2023