



JOB POSTING

Position Title: Registered Nurse (RN)
Reports to: Nurse Manager
Job Status: x1 Full time, Permanent position
Remuneration: \$82,700.80 Annually (based on \$39.76/hour at 2080 hours), Paid breaks, Weekend Premium, Vacation and Absence Paid time off, Group Insurance Benefits, RRSP Matching, Onsite parking

Are you a dedicated and compassionate Registered Nurse looking for a rewarding opportunity to make a difference in the lives of patients and their families? We are seeking a skilled RN to join our dynamic team in providing holistic, personalized care to patients during their end-of-life journey.

About us

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.

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.

About the Position

Under the direction of the Nurse Manager and in collaboration with the other members of the Hospice team, including volunteers, the Registered Nurse (RN) is responsible for providing the highest quality of end-of-life care and support to patients/families admitted to the Hospice. 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. As required, the position provides support and direction to Licensed Practical Nurses, Care Team Assistants and Volunteers involved in direct and indirect patient and family care.

Duties and Responsibilities

- 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
- Works with the existing management and health services teams to promote communication and compliance to policies, procedures and applicable legislation
- Maintains the standards of accurate and complete documentation and reporting of a patient's status; using electronic charting
- Assumes the role of Team Lead as required by the Nurse Manager
- Carries out duties and responsibilities as designated by Nurse Manager in their absence
- Participates in the admission of new patients
- Receives and transcribes physicians' orders; through eMAR
- Administers and records medication as prescribed and as per scope of practice; through eMAR
- Follows the appropriate process upon the death of a patient
- Provides direction to LPNs, Care Team Assistants 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
- Experience working in palliative care and/or have training in the principles, practices and methods of Palliative Care Nursing desirable
- Demonstrated expertise in pain and symptom management
- LEAP Certification (Learning Essential Approaches to Palliative Care) would be an asset
- Canadian Hospice Palliative Care Certification would be an asset
- As per the COVID-19 Vaccination Protocol in High-Risk Settings, Nova Scotia Health requires all team members to be fully vaccinated

Skills and Abilities:

- Demonstrated competency in relevant clinical skills
- Knowledgeable about and committed to the hospice philosophy of care
- Ability to work with patients/family living with and dying from advanced illness
- Strong patient-centered focus - willingness to go the extra mile when delivering quality care
- A strong and clear understanding of ethics, especially related to hospice palliative care
- Excellent communication and interpersonal skills - warm, compassionate and positive attitude
- Strong organizational and prioritization skills
- Highly developed problem solving and conflict management skills
- Ability to work collaboratively and as part of team

- Ability to delegate and give direction
- Experience in wound care is considered an asset
- Demonstrated computer skills and experience with electronic information systems
- Support Hospice Halifax in fundraising activities, through participation or other capacity

Work Conditions:

- Physical ability to perform all duties of the position - patient transfer and reposition, lifting, bending
- Ability to work 12 hour shifts (days and nights)
- Ability to pick up shifts at the last minute when needed

How to Apply:

If you are ready to embrace hospice philosophy of care and join our team of dedicated professionals, we want to hear from you. Together, let's bring comfort, dignity, and compassion to individuals and families during their end-of-life journey.

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.

Please forward a cover letter and resume to careers@hospicehalifax.ca and reference "RN2024" in the subject line of the email.

We will be reviewing applications on an ongoing basis and contacting qualified candidates for interviews. Thank you for your interest in working with Hospice Halifax. Only those selected for the interview process will be contacted.