



Registered Practical Nurse – Part-time, Casual

Candidates are invited to apply for the above positions to work at Villa Colombo Services for seniors, a 391-bed long-term care facility, located in Toronto, Ontario.

The incumbent will report to the Director, Nursing Unit

The Registered Practical Nurse provides for all aspects of nursing care including physical, social, emotional and spiritual needs of the residents. The RPN supervises and provides leadership and job guidance to the PSWs.

RESPONSIBILITIES

- In the leadership role, promotes effective communication between all team members and ensures Nursing Director and/or Charge Nurse receives pertinent information in a timely manner.
- As per CNO standards, refers the responsibility for the care of medically unstable residents to the Registered Nurse.
- Respects and complies with Resident Bill of Rights.
- Accountable to the Registered Nurse for the quality of residents care and management of Resident Home areas as assigned.
- Implements quarterly and annual objectives for Resident Home Areas as part of the care team.
- Coaches, encourages and nurtures Care Team in continuous quality improvements.
- In collaboration with the RN, leads coordinates and implements the resident/family conference
- Inspires, motivates and coaches direct care staff to meet the individualized needs and expectations of the residents reflecting the mission, vision and values of the organization.
- Co-operates and maintains professional relationships with staff, residents, families, and visitors.
- Provides input with RN and Nursing Director for probationary and annual P/A for HCA/PSW staff.
- Assists staff to identify learning needs and to participate in reflective practice.
- Organizes and conducts weekly staff meetings to discuss resident care with team and adjusts plan of care accordingly.
- Participates in the staff meetings, in-service and continuing education program.
- Mentors new staff during the orientation period.
- Assumes mentorship role in professional development of students obtaining clinical experience.
- Assesses, plans, implements and evaluates the individualized plan of care for the resident that is resident and family focused.
- Assumes accountability for documentation, care plans and quarterly summaries.
- Ensures that the resident health record is accurate and complete.
- In collaboration with RN, assists with physician rounds and liaison with medical staff.
- Makes regular rounds of residents, during time of duty and through interviews and observations maintains a full and constant knowledge of each resident's condition, activities, and changing needs.
- Ensures that resident care is carried out as per resident care plan.
- Supervises, serves and assists residents with eating in dining areas at meal times.
- Responds to resident call bells and assists with ADL's as required.
- Maintains a safe environment for the residents and staff.



- Ensures open and accurate inter shift communication.
- Intervenes as required to assist in problem solving and address any resident/family concerns.
- Complies with Ministry of Health Long-Term Care Compliance Standards, College of Nurses of Ontario Standards of Practice, Villa Colombo policies and procedures and other relevant regulatory and legislative standards.
- Other duties, as required – refer to RPN job routine.

QUALIFICATIONS:

- Current certificate of competence from the College of Nurses of Ontario.
- Baccalaureate Degree preferred.
- Current CPR Certification
- Certification in Gerontology and current membership with RPNAO is desirable.
- Minimum of one-year experience in geriatric, rehabilitation or long-term care.
- Ability to team build, leads, and demonstrate flexibility in a changing health care environment.
- Ability to speak Italian language is an asset.

Job Types: Part-time, Casual

Salary: From \$26.26 per hour

Interested applicants may forward their resume to: jobs@villacolombo.on.ca.

It is a condition of employment that new employees provide proof that they are fully vaccinated against COVID-19 prior to the start date of employment. This means that all new employees must have received all doses of a COVID-19 vaccine approved by Health Canada prior to their start date. In addition, it is a condition of employment that all new hires obtain and submit proof of all required doses of the vaccine and maintain all COVID-19 booster vaccines as approved and recommended by Health Canada.

Applicants who have appropriate written proof of a medical reason, or a reason pursuant to the Ontario Human Rights Code, for not being fully vaccinated against COVID-19 may provide such documentation to the Human Resources department. Such situations will be considered on a case-by-case basis.

In accordance with the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act and Villa Colombo's policies, a request for accommodation will be accepted as part of Villa Colombo's hiring process. To avoid any delays in the recruitment process, if you require accommodation to apply or if selected to participate in an assessment process, you must provide your accommodation needs in advance. You may also be required to submit adequate medical/other documentation to Human Resources to support your request for accommodation.