

REGISTERED NURSE LTC (BILINGUAL: French and English)

Job ID: 44981

Job Category: Health Services

Division & Section: Seniors Services & Long Term Care, LTC Regional Services

Work Location: BENDALE ACRES, 2920 Lawrence Ave E, Toronto, M1P 2T8

Job Type & Duration: Permanent, Full Time

Hourly Rate and Wage Grade: \$41.33 to \$45.26, TF0179, Wage Grade 12

Shift Information: Monday to Sunday, 37.5 hours per week

Affiliation: L79 Full-Time

Qualified List: Candidate List will be established. For applicability and duration, see below.

Number of Positions Open: 1

Posting Period: 27-Sep-2024 to 11-Oct-2024

HR Contact: Shakira Parkar, 416-395-7285

Division Contact: Lyn Francis, 416-397-7033

The City's Seniors Services and Long-Term Care Division supports Toronto seniors and residents in long-term care homes to have the healthiest, most fulfilling lives possible through exceptional care and services. Vulnerable individuals who reside in the community are supported through adult day programs, supportive housing services, tenancy support and homemakers and nurses services. CareTO is our brand for the culture change we are investing in for the City's 10 directly operated long-term care homes (<https://www.toronto.ca/community-people/housing-shelter/rental-housing-tenant-information/finding-housing/long-term-care-homes/careto/>). The division values Compassion, Accountability, Respect and Excellence which shape our organizational culture, our priorities, and the experiences of all those who live, work, volunteer, and visit.

Job Description

Provide nursing care to residents/clients in a Long-Term Care facility and provide work direction to nursing staff. Coordinates services within Long-Term Care Facility and the community for the health care needs of residents/clients

Major Responsibilities:

To provide the following Bilingual (French and English) Registered Nurse services:

- Develops, implements, evaluates, and modifies care plans for residents in collaboration with the interdisciplinary team. This is guided by the nursing process of assessment, planning, implementation, and evaluation.
- Provides work direction including assigning duties; establishing priorities; sharing knowledge and expertise, to members of the health care team as required (unregulated care providers, novices, students).
- Assesses the physical, emotional, and psychological well-being of resident through observation and analysis of nursing related assessments, relevant tests, and indicators.
- Transcribes physician and/or nurse practitioner's orders for medication or other treatment.
- Prepares precise dosages of medication in accordance with physician and/or nurse practitioner's orders, including narcotic and controlled drugs, and administers to residents in accordance with College of Nurses of Ontario (CNO) standards.
- Maintains inventory, ensuring medications are properly stored, safe, and secure.
- Administers prescribed treatments and assessments as ordered by the physician and/or relevant practitioners.
- Performs delegated Medical Acts.
- Administers first aid and emergency health measures (example: cardiopulmonary resuscitation).
- Monitors and supports residents with activities of daily living as required.
- Liaises, refers, and advocates with community resources to coordinate, transfers, and departures/deaths: hospitals (acute care, rehabilitation, and palliation), public health department, home care program, long-term care homes, ambulance services, diagnostic services, the coroner's office, and social services.
- Prepares and maintains documentation in accordance with College of Nurses of Ontario standards.
- Counsels, instructs, and confers with resident and family in planning care provides emotional support; acts as an advocate for resident and family; assesses learning needs and engages in health teaching; responds to enquiries, and resolves complaints with the goal to promote a safe and secure environment for all residents.
- Supports, trains, and mentors' new staff and students.
- Provides nursing care, including counseling, instruction, and the coordination of resident care and participates in continuous quality improvement initiatives to improve resident well-being and care outcomes.

Key Qualifications:

Your application must describe your qualifications as they relate to:

1. Current registration with the College of Nurses of Ontario as a Registered Nurse.
2. Baccalaureate degree in Nursing or an approved Registered Nursing program equivalent.
3. Experience in long-term care, geriatrics complex continuing care and acute care.
4. Current Basic Cardiac Life Support (B.C.L.S) Certification.
5. Bilingual in English and French in accordance with the French Language Services Act

You must also have:

- Ability to effectively communicate and provide services to resident in both French and English
- Fundamental knowledge and practical application of nursing theory, biological and social sciences to the standard established by provincial nursing legislation.
- Ability to apply an analytical decision-making approach drawing on a comprehensive range of evidence-based practice to interpret, analyze and solve problems.
- Ability to perform holistic assessments/reassessments for residents regardless of complexity to establish a comprehensive plan for care and to identify the appropriate category of care provider.
- Ability to recognize, analyze, and interpret deviations from predicted resident response to care/treatment and responds by modifying the plan of care using professional judgement and autonomous decision-making skills.
- Ability to develop, coordinate, monitor care delivery, and evaluate care plans that will promote resident independence and participation in decision making.
- Ability to educate residents and their families in health and wellness strategies to promote restorative care, prevention of disease, and knowledge of good health habits to assist in restoration.
- Knowledge to monitor staff performance and the environment ensuring a safe workplace for staff; provides reinstruction where needed.
- Ability to demonstrate a high level of Customer Service, Fiscal Accountability, Innovation, Result Orientation and Teamwork.

Note: As a condition of employment with the Seniors Services and Long-Term Care, selected candidates will be required to provide a satisfactory Police Reference Check (PRC) with vulnerable sector screening, tuberculosis screening and proof of immunization in accordance with the Long-Term Care Homes Act (O.Reg.79/10).

A Candidate List will be established and remain in effect for two (2) months after

the posted opportunities have been filled. This list will be used to fill current and any additional permanent and temporary vacancies in the posted job that become available within the posted or a different location in the Seniors Services & Long Term Care Division.

Notes

- All employees are invited to apply for this position. Priority consideration will be given to applicants with Local 79 seniority or aggregate service as of the job posting closing and job offer dates.
- Applicants are required to demonstrate in their resume that their qualifications match those specified in the job posting. Additional information submitted after the job posting closing date will not be accepted.
- Assessment may include an interview, written and/or practical test. Location of assessment to be determined.
- If selected for a temporary position, permanent Local 79 employees will retain their permanent status. At the end of the temporary assignment, Local 79 employees will return to their permanent base job classification.
- If selected for a temporary position, temporary and part-time employees will be reassigned to this temporary position.
- Work location reflects what is known at the time of posting.
- An employee's reporting relationship and/or work location may change due to operational reasons and in accordance with their Collective Agreement.
- Information on preparing for City job competitions is available on the Job Opportunities website.

Equity, Diversity and Inclusion

The City is an equal opportunity employer, dedicated to creating a workplace culture of inclusiveness that reflects the diverse residents that we serve. Learn more about the City's commitment to [employment equity](#).

Accommodation

The City of Toronto is committed to creating an accessible and inclusive organization. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require Code-protected accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs. [Disability-related accommodation during the **application process** is available upon request.](#) Learn more about the City's [Hiring Policies and Accommodation Process](#).