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## VACANCY POSTING

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<b>Vacancy:</b>	Registered Nurse
<b>Description of Position:</b>	Casual
<b>Number of Vacancies:</b>	1 Position
<b>Unit:</b>	Hemodialysis
<b>Wage Grid:</b>	\$39.07 - \$56.00
<b>Employee Group:</b>	ONA
<b>Shift Work:</b>	May be required
<b>Weekend Work:</b>	Yes

<b>Reference Number:</b>	#25-155 CAS RN HEMO
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*Please note: this is for an existing position*

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## ROLES AND RESPONSIBILITIES

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### 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.

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## NATURE AND SCOPE OF WORK

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- 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

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## **QUALIFICATIONS**

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- 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)

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## **UNIT-SPECIFIC QUALIFICATIONS**

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- Acute Care nursing experience (required), Hemodialysis nursing experience (preferred)
- Demonstrates theoretical knowledge of the care of patients with end-stage Renal diseases
- Nephrology certification (preferred)
- Previous or current education in Nephrology will be considered an asset
- Demonstrates a professional and respectful attitude to patients, to the public and to colleagues

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## ALIGNMENT WITH WDMH COMMITMENT STATEMENT

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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.*

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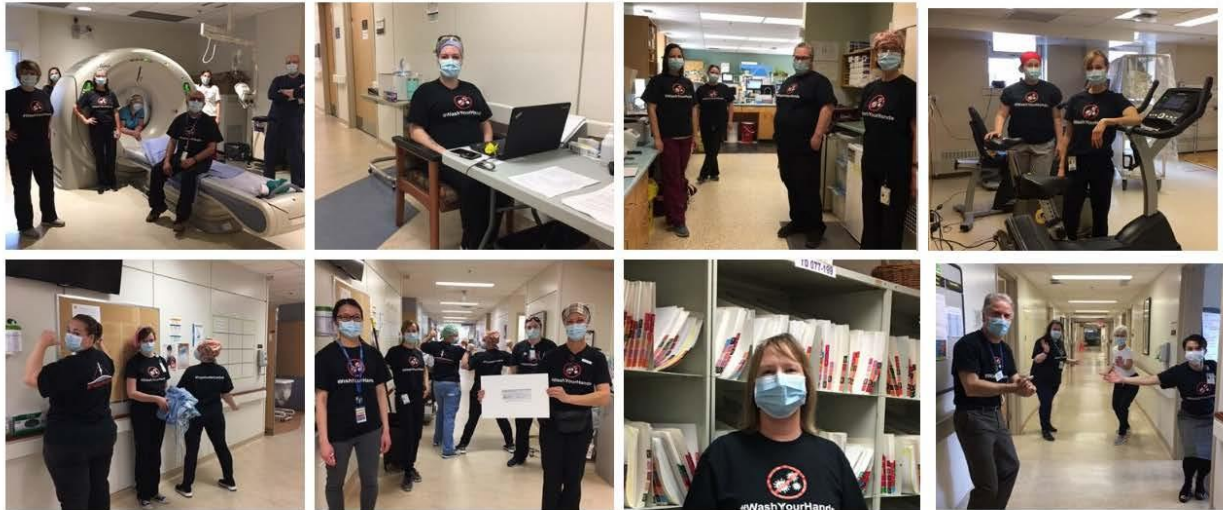
## APPLICATION INFORMATION

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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)**

**At WDMH, we want you to experience work that is positive and rewarding -- in a safe, supportive, and professional environment. We are driven by Compassionate Excellence and are committed to providing an inclusive and barrier-free work environment. We invite all qualified applicants to explore careers with WDMH. 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.**



# JOIN OUR TEAM

**We are #WDMH Proud!**

Winchester District Memorial Hospital (WDMH) has an award-winning reputation for compassionate excellence because we know that exceptional care involves more than good medicine.

- Our high patient satisfaction rates speak to our commitment to compassionate excellence and patient-centred care.
- We have been awarded Exemplary Standing from Accreditation Canada.
- We are One Team – with 1,000 staff, physicians, volunteers, and learners – all dedicated to providing the very best care close to home.
- We have fun! From Commitment Awards to door decorating contests, there is always something happening at WDMH to celebrate our team.
- WDMH provides an inclusive and welcoming place to shine, be recognized and feel valued. There are opportunities to advance and excel in your work and your career. Come join us!

## Get to Know Winchester District Memorial Hospital

WDMH is a rural teaching hospital just south of Ottawa. We care for our local communities from childbirth to seniors' care – and are a hub site for cancer care, dialysis and cataract surgery.

WDMH has a 24/7 Emergency Department and Diagnostic Imaging services, including digital mammography and CT scans. Day surgery and specialty clinics, with visiting specialists from Ottawa hospitals, mean that patients can receive care without travelling to the city. And we are committed to education and research.

For more details, visit [www.wdmh.on.ca](http://www.wdmh.on.ca).

## Get to Know Our Region

- Rural and suburban lifestyle
- Reasonable driving distance to bigger cities like Ottawa, Montreal, and the border to the United States
- Driving distance to St. Lawrence and Rideau water systems
- Lower housing costs with bigger lot sizes and local parks, open spaces and hiking trails
- Smaller schools
- Large variety of rural community and agri-tourism events

For more details, visit [www.northdundas.com](http://www.northdundas.com).

