



RPN – TEAM LEADER Paediatric Community Complex Care

Position Title: Registered Practical Nurse – Team Leader

Position Type: Permanent, Part Time (24 hours per week)

Location: 5657, 15th Side Road, Milton, ON

Reports To: Director of Clinical Services

The Darling Home for Kids is a place of joy and tranquility, filled with the smiles and laughter of children engaging in unique and enriching experiences. Located in Milton, we are a state of the art facility providing respite, hospice palliative and residential care for children who are medically complex, many of whom depend on technology for daily living. As Ontario's first paediatric hospice and respite centre, The Darling Home for Kids was built on 77 acres of woodlands, and we provide essential care to families facing the daily challenges of caring for a child with complex medical needs. Currently we are one of only three homes in Ontario providing highly specialized paediatric hospice and respite services, and the only home to also offer long term residential care.

Under the direction and supervision of the Director of Clinical Services, our Registered Practical Nurse – Team Leaders work with the interdisciplinary team to provide comprehensive quality care to our children. Primary responsibilities include assessing, planning, implementing and evaluating nursing care for children with complex needs within an interdisciplinary team framework in accordance with current practice standards and guidelines as provided by The College of Nurses of Ontario, and consistent with the mission, vision and values, and policies and procedures of The Darling Home for Kids.

Responsibilities:

- Performs nursing procedures such as administering tube feedings, re-inserting gastrostomy tubes, giving suppositories/enemas, providing ostomy care and, with education and training, tracheostomy and/or mechanical ventilation care;
- Administers medications according to the child's care plan and in accordance with The Darling Home for Kids' policies and procedures and regulations;
- Provides direct nursing care and assists children with activities of daily living including feeding, personal care, toileting, and ambulation;
- Performs safe lifts and transfers in accordance with policies and procedures; utilizes mechanical lifts including ceiling track and floor based lift systems;
- Performs respiratory care which includes chest physiotherapy, suctioning (superficial and deep), oxygen administration and non-invasive mechanical ventilation (e.g. BiPap);
- Ensures staff and client safety by conforming to the principles of infection control, and carrying out isolation techniques when appropriate;
- Delegates and provides supervision and leadership for both regulated and unregulated members of our healthcare team;

- Assists in assessing client acuity and workload to ensure appropriate staffing ratios;
- Participates in the orientation of new staff hires and students;
- Accompanies children to appointments and offsite activities as needed;
- Engages children in activities and assists with the provision of programming including recreational activities and therapies (i.e. hydrotherapy, pet therapy, music therapy and multisensory snoezelen therapy);
- Maintains children's charts by noting observations and care provided; prepares reports for shift handover; and completes admission and discharge procedures by collecting and documenting information regarding the care of the child and family;
- Participates in evaluating the effectiveness of nursing care treatments, reporting on observations, concerns and changes in a child's condition;
- Develops, reviews, assesses and revises care plans to ensure continuity and quality of care;
- Liaises with internal/external health care professionals, health care agencies, and family/community members;
- Participates in team meetings and mandatory staff meetings to review and improve processes that enable the delivery of high quality family-centred care, based on latest best practice guidelines;
- Promotes and maintains positive communication with staff, children, families, volunteers, and the public;
- Maintains the confidentiality of all children, families, volunteers and staff as well as organizational information;
- Assists with ordering medical supplies, medication, personal care supplies, equipment, and groceries as approved by management;
- Performs general housekeeping duties including surface cleaning, mopping, sweeping, vacuuming, emptying garbage cans, washing and folding laundry, bed making and replenishing household supplies;
- Adheres to the guidelines under the Occupational Health and Safety Act, including adopting safe work practices, reporting unsafe conditions and demonstrating a commitment to ensuring a safe work environment for all workers;
- Maintains annual certification with the College of Nurses of Ontario
- Maintains competency and keeps current with latest best practice guidelines by memberships in professional associations, and attendance of workshops, seminars, and other continuing education activities;
- Performs other related duties as assigned;

Qualifications:

- Graduation from a recognized program for Practical Nurses with current full practicing licensure with the College of Nurses of Ontario
- Two years' experience in nursing; paediatric nursing an asset
- General experience working with a paediatric population is mandatory
- Demonstrated participatory leadership, team building and organizational skills
- Excellent and effective ability in both written and oral communication skills
- Highly developed critical thinking skills and ability to conceptualize and analyze problems
- Excellent planning and evaluation skills
- Strong negotiation and conflict resolution skills; demonstrated observation skills and ability to recognize and identify symptoms/problems
- Demonstrated effective communication/interpersonal skills and ability to work collaboratively in a multidisciplinary team environment
- Superior time management skills to effectively handle multiple competing priorities in a fast paced healthcare environment
- Ability to complete tasks as assigned and follow oral and written instructions
- Demonstrated commitment to professional practice standards, evidence based practice, and child, family, and community needs
- Passion for working with children who are medically fragile and technology dependent or children with life-threatening or life-limiting illness
- Knowledge and skills to operate a personal computer

Certifications Required within 30 Days of Hire:

- Successful completion of a recognized Tracheostomy and Ventilator Care Course, or equivalent experience
- Current Cardiopulmonary Resuscitation (CPR) Certification Level C/HCP
- Current Standard First Aid Certification
- Current Safe Management Certificate
- Satisfactory Criminal Record Check with vulnerable sector screening

To Apply: Email your resume and cover letter to careers@darlinghomeforkids.ca. Cover letter must specify relevant nursing experience, and relevant paediatric experience. We thank all applicants for applying, and regret that only those selected for an interview will be contacted. No phone calls or visits, please. The Darling Home for Kids is an equal opportunity employer and we will accommodate applicants with disabilities in the recruitment process.

The Darling Home for Kids
Attention: Sharleen Sun
Director of Clinical Services
5657 15th Side Road Milton, ON L9E 0C8
careers@darlinghomeforkids.ca
www.darlinghomeforkids.ca