



General Duty Registered Nurse (RN)

Professional Practice

- ✓ Current Registration with the College of Nurses of Ontario - or relevant Provincial body
- ✓ Recent (within the last 3 years) experience in Acute Medical nursing or related clinical placement experience for nursing new graduates
- ✓ Must possess the skills and competencies in acute patient care across the lifespan
- ✓ Knows and abides by the Professional Standards and follows the Guidelines for Professional Behaviour as set out by the College of Nurses of Ontario (CNO Professional Standards Revised 2002)
- ✓ Demonstrates accountability and accepts responsibility for own decision and actions
- ✓ Demonstrates ability to meet the RPN duties to the full scope of practice
- ✓ Practice autonomously and safely within legislated scope of practice as a:
 - ✓ Caregiver
 - ✓ An advocate
 - ✓ A change agent
 - ✓ A co-ordinator
 - ✓ An educator
 - ✓ A discharge planner
- ✓ Maintains active participation in ongoing education and belongs to professional organization to promote the role of the professional nurse
- ✓ Participates in CNO QA program on a yearly basis
- ✓ Provides clinical documentation as per hospital policy
- ✓ Provides client care in a non-judgemental manner
- ✓ Demonstrates a professional presence, honesty, integrity and respect in all interactions
- ✓ At all times, demonstrates fitness to practice i.e., free of any drugs or alcohol impairment while on the job

Ethical Practice

- ✓ Establishes and maintains professional boundaries in the workplace i.e., adheres to Workplace Violence, Harassment and Discrimination policy.
- ✓ Willing to work at multiple areas as well as rotating shifts as required to provide client safety



- ✓ Works well as a member of the healthcare team

Legal Practice

- ✓ Practices according to the legislation, practice standards and the organizational policies
- ✓ Aware of Personal Health Information Protection Act 2004 (PHIPA)
- ✓ Protects clients' dignity
- ✓ Provides clinical document according to the established practice standards of the institution i.e., hand written/electronic documentation and order entry

Foundation of Practice

- ✓ Current Basic Cardiac Life Saving certification (Ontario Heart & Stroke guidelines preferred)
- ✓ Completed coursework and proficiency in Medication Administration – All routes including IV, Epidural and PCA pump
- ✓ Push IV medications below the drip chamber as per hospital guidelines
- ✓ Subcutaneous injection using subcutaneous injection set i.e., insulin pen, lovenox set
- ✓ Administration and titration of anticoagulants
- ✓ Knows the College of Nursing of Ontario's Medication Administration Standards and follows them when administering medications. (This acknowledges that you have read, know and use these standards in your practice as a professional nurse)
- ✓ Utilizes the nursing process – assessment, planning, implementation and evaluation
- ✓ Demonstrates organizational, prioritization, critical thinking, problem solving and teachings skills
- ✓ Ability to meet the physical demands of the job required including the ability to stand, stoop, walk, bend, lift, push, pull and reach without any physical discomfort on a continuous basis; transferring patients with appropriate assistance and/or equipment and ability to stand for extended periods of time
- ✓ Demonstrates knowledge, skills and judgement to independently provide care for patients per Provincial practice guidelines for the following skills and competencies (nursing processes) (including but not limited to):
 - Knowledge and experience to perform comprehensive assessment of patients including L.O.C.
 - Proficient in obtaining vital signs manually and with the use of automatic vital signs machine



- Assessment of capillary refill
- Assessment for alteration in skin integrity
- Knowledge and experience with performing Capillary Blood Glucose Monitoring (CBGM)
- Knowledge and experience with the management of abnormal blood glucose levels
- Knowledge and experience in maintaining controlled /narcotic records in:
 - Hospitals/clinics
 - Home/community
 - Long term care
- Knowledge and experience in the management of intervention for the preoperative and post-operative client
- Knowledge and experience in the assessment and management of pain related to acute, chronic and palliative
- Knowledge and experience in removing skin sutures and staples
- Knowledge and experience in removing drains (as directed)
- Knowledge and experience of sterile technique/ clean technique
- Knowledge and experience in wound care (simple and complex)
- Knowledge of safe body mechanics (for clients and healthcare provider)
- Knowledge and experience with application of tensor bandage
- Knowledge of the prevention of thrombophlebitis/ DVT
- Knowledge and experience with applying and removing antiembolic stockings
- Knowledge and experience in the care and maintenance of:
 - Peripheral intravenous lines
 - Central intravenous lines (accessing/de-accessing)
 - Hickman catheters
 - Peripheral intravenous central catheters – PICC
 - Multiple lumen catheters
 - Portacath
 - IV patient controlled analgesic pump (PCA)
- Knowledge and experience with venipuncture for phlebotomy and IV insertion
- Epidural clinical documentation
- Management of clients receiving blood and blood components
- Care of patient utilizing patient controlled IV analgesia (PCA)



- Managing oxygen therapy by mask/nasal prongs
- Use of SaO₂ oximetry
- Insertion of Nasogastric tube
- Maintenance and care of Nasogastric, oral gastric and gastrostomy tubes
- Care and maintenance of enteral feeding – Use of the Kangaroo pump
- Prepare clients for and assist with insertion of drains
- Knowledge and experience with administering Total Parenteral Nutrition (TPN)
- Knowledge of performing bladder Scanning
- Knowledge and experience with Continuous Bladder Irrigation (CBI)
- Management and care of the patient with chest tubes
- Management and care of tracheotomy
- Suctioning – nasal/tracheotomy
- Knowledge and experience with Ostomy care
- Knowledge and experience of urinary Catheter insertion and removal (indwelling & intermittent)
- Knowledge and experience with testing for occult blood in feces
- Knowledge and experience with testing for urinalysis
- Knowledge and experience with obtaining MRSA/VRE swabs
- Knowledge and experience with obtaining Rapid Antigen Test/PCR test for Covid-19
- Supportive symptom management
- Knowledge and application of principles of Falls Prevention and Client Safety
- Knowledge and experience of safe transfer of patients
- Knowledge and experience with Safe use of Mechanical Lifts
- Knowledge of Safe Use of Restraints – Least Restraint Policy
- ✓ Knowledge of Asepsis
- ✓ Knowledge and Proper Utilization of infection prevention and control - IPAC
- ✓ Proper utilization of personal protective equipment (PPE) provided and identify and report hazards
- ✓ Knowledge of common disease process and current treatments available
- ✓ Knowledge of providing End-Of-Life Care
- ✓ Training in management of responsive behaviours (e.g. Gentle Persuasive Approach (GPA) training), and/or non-violent crisis intervention training (e.g. Crisis Prevention Intervention (CPI) or Safe Management Group (SMG))



- i.e. apply strategies to de-escalate and manage disruptive, aggressive or violent behaviour

Collaborative Practice

- ✓ Able to provide leadership and direction to regulated and unregulated healthcare workers
 - ✓ Works well as a team member and promotes healthy working relationship through the utilization of conflict management strategies
 - ✓ Organizes, prioritizes and manages assignments in a timely manner
- Transfer of Accountability - SBAR

Critical Care (RN) Professional Practice

IN ADDITION TO PERFORMING ALL THE COMPETENCIES OF THE GENERAL DUTY NURSE, THE CRITICAL CARE NURSE IS REQUIRED TO:

- ✓ Have Current Registration with the College of Nurses of Ontario or relevant Provincial body
- ✓ Have Current Ontario Critical Care Standards Certificate and/or equivalent experience (3 years) and/or equivalent Certificate
- ✓ Have Minimum of 6 months recent experience in a Level 3 ICU
- ✓ Have Current Advanced Cardiac Life Saving certification
- ✓ Be able to perform CPR at BCLS level
- ✓ Have Organizational, prioritization, critical thinking, problem solving, leadership and teachings skills
- ✓ Able to professionally handle the stress of patients' rapidly changing condition and making sound decisions.
- ✓ Have the knowledge, skills and judgement to independently provide care for patients per Provincial practice standards and guidelines

Be able to competently perform skills such as:

- ✓ Insertion and maintenance of nasopharyngeal airway



- ✓ Assist with rapid sequence intubation
- ✓ Continuous Positive Airway Pressure/BIPAP
- ✓ Observation and monitoring of the mechanically ventilated patient
- ✓ Monitoring of ventilator settings of the mechanically ventilated patient
- ✓ Monitoring of post extubated patients
- ✓ Maintenance and suctioning of endotracheal tube
- ✓ Care and maintenance of arterial lines
- ✓ Obtaining blood samples from arterial lines
- ✓ Removal of radial arterial lines
- ✓ Assist with the insertion of Pulmonary Artery Catheter System
- ✓ Care and maintenance of Pulmonary Artery Catheter system
- ✓ Measurement of PAWP and Cardiac Output
- ✓ Obtaining blood samples from Pulmonary Artery Catheter System
- ✓ Removal of Pulmonary Artery Catheter System – Specific Training required
- ✓ Cardiac Monitoring and Arrhythmia interpretation
- ✓ Obtaining 12 Lead ECG
- ✓ Assist with the insertion of Temporary Pacemaker
- ✓ Monitoring and Maintenance of Temporary Pacemaker
- ✓ Specimen collection from Central Venous Access Devices
- ✓ Specimen collection from Peripherally Inserted Central Catheter (PICC)
- ✓ Venipuncture for phlebotomy and IV insertion
- ✓ Accurate Calculation, Titration and Maintenance of multiple Drugs - IV inotropes
- ✓ Participates in cardiopulmonary resuscitation
- ✓ Apply external energy for cardiac defibrillation
- ✓ Nasogastric and oral gastric tubes – insertion and removal (gag reflex present)
- ✓ Monitor patients receiving IABP therapy – Specific training required
- ✓ Monitor ICP
- ✓ Intervenes in advanced cardiac resuscitation through the use of invasive/non-invasive cooling devices
- ✓ Caring for critically ill post-op patients i.e., post CABG; Valve replacement
- ✓ Be able to meet the physical demands of the job required including the ability to stand, stoop, walk, bend, lift, push, pull and reach without any physical discomfort on a continuous basis; transferring patients with appropriate assistance and/or equipment and ability to stand for extended periods of time
- ✓ Be able to work at multiple areas as well as rotating shifts as required



- ✓ Demonstrate ability to meet the RN nursing and related duties to the full scope of practice
Demonstrate proper utilization of personal protective equipment (PPE) provided and identify and report hazards

DENTAL REGISTERED NURSE

As a Dental Nurse in a dental clinic, a key focus of yours will be assisting the Dentist calmly and efficiently with procedures and treatments. Your Dental Nurse role will also extend to having a part in the upkeep and maintenance of the clinic. This consists of making sure hygiene guidelines are met and files are organized.

They also provide the following:

- Taking vital signs
- Providing pre and post op instructions to patients
- Set up and tear down operatory and sterilizing instruments
- Processing and filing x-rays
- Recording and filing information about patients
- Advising patients on oral care

QUALIFICATIONS:

- RN License from the College of Nurses of Ontario
- CPR
- Minimum 1 year experience

GET STARTED WITH US!

[If you would like to apply for employment opportunities or submit a staffing request, please click here](#)