

**Job Title:** Community Geriatrics Office Based Registered Practical Nurse (RPN)

**Reports to:** Dr. Alexandra Peel

**Environment:** Primarily outpatient clinic, with some home visits and some inpatient consultations

**Hours:** Full-time, weekdays

**Remuneration:** To be negotiated

**Job Summary:**

The successful applicant will possess excellent communication and interpersonal skills and will have the ability to work both independently and as part of a team. They must possess or be willing to develop, expert knowledge in caring for older people (see <https://rgps.on.ca/resources/a-competency-framework-for-interprofessional-comprehensive-geriatric-assessment/>). They must be flexible/adaptable to unpredictable circumstances, be detail oriented/accurate, have ability to multitask and adhere to deadlines, and have excellent problem solving skills. Our team members, must be passionate about working with older adults and family caregivers and have a compassionate attitude towards the aging process, frailty and those with cognitive impairment.

You will work as a team with Dr. Peel and Administrative Assistant Kelly Bridge to complete Comprehensive Geriatric Assessment in the outpatient, in-home and inpatient settings. You will use your RPN and leadership skills to increase clinic efficiency and quality of care. You will also be responsible for supporting the doctor with the clinical aspects of outpatient care including responding to requests from providers, patients and families, delivering support and specialized education, triaging results, implementing care plans, and following up on care plans.

**Responsibilities include (but are not limited to):**

- Support the Doctor/receptionist with clinic preparations (retrieve previous results from clinical connect, review reason for referral, enter data into the medical record, obtain collateral/ background information to help the doctor with her assessment).
- Greet patients and caregivers, check patient weight, height, frailty scale, visual acuity, check postural vitals (blood pressure, heart rate and oxygen, lying, immediate standing and 2 minutes standing), and obtain any required history.
- Conduct specialized assessments including bladder scan, and cognitive screening tests to assist with diagnosis
- Chaperone patients or caregivers when the doctor is obtaining collateral information to assist with diagnosis.
- Assist the doctor/ caregivers with transferring patients with mobility impairments to allow for physical assessment and assist patients with toileting/personal care during assessment.

- Participate in a daily communication huddle with receptionist and doctor to distribute daily tasks. Complete tasks as assigned and keep doctor up to date on information as required
- Clean exam rooms/equipment between patients, restock supplies, identify when supplies must be restocked/ reordered.
- Communicate with family doctors, pharmacists, geriatric nurses, alzheimer's society support counsellors, seniors mental health team, home and community care partners, community paramedics, hospitals, nursing homes, and retirement homes as required.
- Follow up with patients and families after clinic to confirm they are responding to treatment, and support implementation of the care plan. If not responding, organize a reassessment plan.
- Review incoming results, implement medical directives, prioritize results for doctor to review.
- Call patients and caregivers with the results of testing or to communicate messages from the doctor.
- Use a motivational interviewing approach to provide health teaching on various topics including (not limited too):
  - diagnosis, prevention and treatment of delirium
  - fall prevention and osteoporosis treatments
  - daily weight, symptom and vital sign monitoring for heart failure
  - medication and non medication treatments for dementia and cognitive impairment (specifically indications, contraindications, expected benefits and adverse effects of common medications)
  - management of responsive behaviors in dementia
- Receive incoming telephone calls and messages from patients and provide same day response in consultation with the doctor.
- Document assessments and actions in medical record
- Ensure requisitions and tests are labeled properly with patient information ex. urine tests
- Cross training to cover reception desk during receptionist vacation or sick days
- Engage in role related teaching and research activities in addition to clinical duties when required
- Maintaining Provincial Infectious Disease Advisory Committee Best Practices for Environmental Cleaning for Prevention and Control of Infections in patient care space
- Participate in professional development and training

**Qualifications:**

- Minimum 2 years nursing work experience
- Current certificate of competence with the College of Nurses of Ontario
- Specialized education/certification/skills in geriatric assessment are an asset, but not required (conferences, senior friendly care eLearning series, Alzheimer's Society u-first, mental health first aid for seniors, gentle persuasive approach, PIECES etc.)  
For review of specific geriatric assessment skills please see: A Competency

Framework for Interprofessional Comprehensive Geriatric Assessment <https://rgps.on.ca/resources/a-competency-framework-for-interprofessional-comprehensive-geriatric-assessment/>

- Valid CPR certification
- Valid Drivers License. This position requires some travel across the Huron, Perth, and Grey, Bruce areas.
- Ability to work collaboratively with members of regulated and non regulated Health care team (including other office staff, and outside agencies)
- Proficiency utilizing video conference technology, microsoft office suite, and electronic medical record ( accuro, cerner, ocean etc).
- Experience working in a variety of settings is an asset ( Hospital, Home and Community Care, LongTerm Care etc)
- Excellent written and oral communication skills, consistent demonstration of professional behavior and maintenance of patient confidentiality.
- Provide proof of vaccination against measles, mumps, rubella, varicella, influenza (yearly), and coronavirus (per current public health requirements)
- Provide proof of TB skin testing
- Ability to wear appropriate personal protective equipment and N95 Mask fit
- Candidates will need to apply effective body mechanics to meet the physical demands of the position which includes standing, walking, pulling, pushing, bending, and transferring patients.

**Additional Details:**

If you are interested in this exciting career opportunity, please submit your resume for consideration.

We thank you for your interest; however only those selected for an interview will be contacted.

Please apply with resume to : [Kelly.bridge@lwha.ca](mailto:Kelly.bridge@lwha.ca)