Campbellford Memorial Hospital

146 Oliver Road, Campbellford, ON K0L 1L0 ● 705-653-1140 ● **www.cmh.ca**

C26-70

Job Posting – CUPE Local 2247

Position: Registered Practical Nurse (GAIN Team)

Department: GAIN Team

Classification: Permanent Part-Time

Position summary: Campbellford Memorial Hospital is seeking a dedicated and reliable Registered Practical Nurse - GAIN Team. The successful candidate will provide safe, competent, and ethical nursing care in accordance with the College of Nurses of Ontario (CNO) Practice Standards, hospital policies and CUPE collective agreement guidelines.

Duties: The RPN Provides Comprehensive Geriatric Assessments (GCA) of functional abilities, adaptive behaviours and personal living environment and collaborates closely with the GAIN team to lead behavioral support strategies, providing education, modeling, and care coaching grounded in behavioral principles. They conduct comprehensive screenings, including CAM and MMSE, and perform physical and behavioral assessments to evaluate cognitive impairments, dementia, depression, delirium, mental health, and addictions. Using critical thinking skills, the RPN implements and evaluates person-centered care plans focused on behavioral support and the prevention of responsive behaviors. Their practice is guided by the nursing process and delivered in a holistic, non-judgmental manner in accordance with hospital standards and values. The RPN ensures a safe care environment, demonstrates respect for patient privacy and confidentiality, and always adheres to safe and healthy work practices.

Qualifications:

- Current registration in good standing with the College of Nurses of Ontario (CNO) as an RPN.
- Diploma in Practical Nursing – Must be from a program approved by the College of Nurses of Ontario
- McMaster Geriatric Certificate required
- 3-year recent experience with performing geriatric assessments
- Current certification in B.C.L.S.
- Current valid Ontario Driver's License and Valid Vehicle Insurance – 2 million liability – required
- Valid Vulnerable Sector Police Check – required upon hiring
- Certification in P.I.E.C.E.S.TM, Montessori, or equivalent required
- Training in PATH, Gentle Persuasive Approach, U-First! an asset
- Experience with quality improvement processes an asset

Required Skills:

- Through collaboration and consultation with the GAIN team the RPN will lead behavioral support and provide behaviorally based education, modeling, and care coaching.

- Conducts screening such as Confusion Assessment Method (CAM), Mini Mental State Examination (MMSE) and physical and behavioral assessments to evaluate dementias, cognitive impairments, depressions, and deliriums, mental health and addictions
- In consultation with the team, the RPN will implement, monitor, provide on-going assessment, and evaluation of care, with a focus on behavioral support, using excellent critical thinking skills for the detection, intervention, and prevention of responsive behaviors
- Applies the nursing process to guide professional practice.
- Provides a holistic approach to care of geriatric clients in a non-judgemental manner.
- Provides client care according to standards of practice and hospital values and philosophy.
- Ensures a safe environment for client care

Preferred:

- Familiarity with electronic medical records (EMR) systems and basic computer applications

Hours of Work: Monday to Friday 8am to 4pm.

Wage Rate: $37.07 to $39.80

Union Details: This position follows the CUPE Local 2247 collective agreement, Article 9.05, which governs job classifications and seniority rights.

AI Disclosure: If any AI or automated tools are used during the screening or selection process, all results will be reviewed by a member of our HR team before any hiring decisions are made.

Vacancy Status: This posting is for an existing vacancy.

Accessibility Statement (AODA): We thank all applicants for their interest in Campbellford Memorial Hospital. To promote employment equity, we welcome applications from all qualified individuals including Indigenous persons, immigrants, members of minority groups, women, and persons with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

How to Apply:
Applications, quoting competition **C26-70** will be accepted by Jennifer Bonnici Elias, Human Resources Advisor **via email** at careers@cmh.ca

Accommodations: If you require accommodations during any part of the application process, please notify **Jennifer Bonnici Elias** at jbonnicielias@cmh.ca. All requests will be handled in confidence in compliance with accessibility standards.