JOB POSTING

Position:	**REGISTERED PRACTICAL NURSE**
Date:	October 30, 2026
Position Type:	Full-time, Permanent
No. of Positions	One
Location:	Bethell Hospice South
Compensation:	$32.97/hr. - $37.79 Shift Premium for Nights and Weekends HOOPP Benefits

Bethell Hospice is a non-profit organization with two physical locations (Caledon and Dufferin). This role is located in Bethell Hospice-South 10-bed residence in the scenic village of Inglewood in the Town of Caledon.

Our person-centric approach to care fosters dignity, respect and comfort for our clients and their loved ones through our Hospice Residence & Community Hospice. We provide 24/7 end of life medical care to residents, also supporting them and their caregivers through Social Work, Resident Support Volunteers, and Complementary Therapy.

Our Mission and Values

Our mission is to provide compassionate, specialized care for quality living, dying and bereavement. Our Vision is to be the leader in palliative care excellence. We live our core values that show our caring and form the basis of all our decisions and actions including Dignity, Courage, Accountability, Collaboration, Innovation, DEI (Diversity, Equity & Inclusion).

Position Summary

As a member of an inter-disciplinary team, the Registered Practical Nurse (RPN) provides leadership and quality, person-centered clinical care for all residents within scope of practice, care management across all domains of issues, sensitive to Diversity, Equity and Inclusion (DEI), contributing to a collaborative and supportive team environment. The incumbent will provide direct nursing care to clients of Bethell Hospice based on the organization's values and according to established policies and procedures including: assessing total physical, emotional, spiritual, and psychosocial needs, information sharing and decision making, planning, documenting and implementing care plans, evaluating effectiveness of care plans and making recommendations for changes where necessary.

The RPN will be assigned duties and responsibilities in line with the scope of practice determined by the College of Nurses of Ontario.

Hours of Work

12 hour rotating shifts
Days, evenings, nights, weekends, holidays

Education/Qualifications

Education

- Must hold current registration with the College of Nurses of Ontario as a Registered Practical Nurse
- Current B.C.L.S. certification Palliative Care Certificate
- Completion of Fundamentals in Palliative Care and Comprehensive Advanced Palliative Care Education (CAPCE) is an asset or willingness to complete

Knowledge and Experience

- Minimum of two years related experience
- Certified in medication administration
- Certified in IV administration as asset or willingness to expand competency
- Work experience in hospice palliative care preferred
- Work experience in community health care an asset
- Second language an asset
- Knowledge about, and commitment to equity, diversity and inclusivity

Skills/Attributes/Competencies

- Demonstrated ability to communicate effectively with clients/team, in person and in writing
- Ability to work in a professional manner independently, as well as with direction within a trans-disciplinary team
- Able to meet the physical demands of the role
- Ability to organize and prioritize work, even with competing demands
- Ability to manage, work alongside and support PSWs and Volunteers
- Highly developed problem solving and conflict management skills
- Well-developed interpersonal skills and ability to work with client/family living with and dying from advanced illness
- Strong team effectiveness skills
- Proficient with the use of computers including MS Office programs (e.g. Word, Outlook) and the internet; experience using an online documentation tool is an asset
- Proven reliability with good attendance record with the capability of maintaining this same standard
- Must be able to work all types of shifts (nights, days, weekends)

Key Responsibilities

- Actively participates in all aspects of client care
- In collaboration with the RN, assesses, shares the information, and then plans, implements and evaluates nursing care of assigned clients
- Identifies actual or potential challenges in addition to strengths of the client and family
- Collects information from a variety of sources using skills of observation, communication and physical assessment to enable the provision of appropriate nursing care
- Communicates and consults with members of the trans-disciplinary care team regarding client and family care participates in trans-disciplinary team meetings, including family conferences
- Acts as an advocate to protect and promote the client and family rights to autonomy, respect, privacy, dignity, and access to information
- Responsible to coordinate the development of a plan of care with the client and family elicits clients and/or substitute decision maker's needs, wishes and preferences regarding care
- Documents timely and accurate reports of relevant observations including client and family teaching and evaluation of nursing care

- Provides leadership and support to the PSW and the volunteers
- Assumes other related duties as assigned

Quality Assurance

- Participates in continuous quality improvement and program evaluation activities
- Active member on nursing and hospice committees and councils for improvement of client care and the work environment
- Supports the orientation and ongoing education of hospice employees, students, and volunteers by providing information and acting as a preceptor as assigned
- Identifies self-learning needs and attends educational programs to maintain and enhance clinical competency

Participates in policy and procedure development, ensuring the hospice complies with relevant hospice palliative care Ontario (HPCO), and Canadian Hospice Palliative Care Association (CHPCA) standards, procedures, policies and guidelines.

Leadership/Decision Making Requirements

Personal leadership including using initiative and problem solving to implement improvements and address issues. Supporting team members (e.g. PSWs) with guidance re. cares. Participates in rounds, and on committees.

Adheres to all standards within the CNO Code of Conduct– ethical, safety, privacy, clinical skills, and professional development (e.g. conferences, training, CAPCE, LEAP, etc.) and tracking same to ensure compliance and continual learning.

Raises community awareness of hospice palliative care and of the services provided by Bethell House, through public speaking opportunities, tours of the facility, participation in community and hospice events and educational presentations.

Physical Requirements

- able to stand, bend, squat, kneel and reach freely
- able to lift 23 kilograms
- able to assist client with standing, walking, sitting and positioning in bed
- able to do all aspects of care and supporting the hospice in a variety of functions: including food handling, laundry, light housekeeping

Method of Application

Please email your cover letter and resume to hr@bethellhospice.org if you would like to be considered for this position.

Bethell welcomes applications from all qualified candidates, including but not limited to persons with disabilities, visible minorities (racialized), aboriginal (Indigenous) persons and persons of any gender identity and sexual orientation.

Bethell Hospice offers reasonable accommodation for applicants with disabilities in its recruitment processes, in accordance with AODA (Accessibility for Ontarians with Disabilities Act) and the Ontario Human Rights Code. Please advise if you require accommodation.

This posting is for an existing vacancy.

Please note that artificial intelligence (AI) tools are used as part of our recruitment process. These tools may assist in screening applications and matching qualifications to job requirements. All interviews and hiring decisions are reviewed and made by human recruiters.