

**Registered Nurse or Registered Practical Nurse**  
**Palliative Care Nurse**  
*Maternity Leave Contract, 0.9 FTE*

The Upper Grand Family Health Team (UGFHT) offers the opportunity to join an innovative, community-based primary health care team serving Arthur, Fergus, Elora and surrounding areas. We are looking for a talented team player to join us as we continue to provide a model of excellence in rural primary health care.

Position Summary

As a member of our inter-professional team, the Palliative Care Nurse provides support for patients and their families requiring palliative care. The successful candidate will work closely with the Palliative Social Worker and other palliative care community partners to meet defined program goals and objectives of providing high quality end of life and continuity of care to patients and their families coping with life-threatening illnesses (See Appendix A). The Palliative Care Nurse reports directly to the Upper Grand Family Health Team's Executive Director. Occasional, after-hours support for patients is required for this position.

Requirements

- RN degree or RPN diploma from a recognized university or college
- Registered with the College of Nurses of Ontario (CNO) required.
- RNAO or WeRPN membership preferred
- Minimum three years demonstrated experience in a primary health care (family medicine) or community health care setting preferred
- Knowledge and competency in current, evidence-based methods and practices of primary care delivery, with an emphasis on palliative care, CAPCE and LEAP training and CHPCN certification preferred
- Ability to prioritize, manage time effectively and be flexible in a very active work environment
- Able to function as a team player working, collaboratively with other FHT staff and community healthcare partners
- Sound organizational, teaching and leadership skills
- Comfort with providing support/education with requests and referrals for Medical Assistance In Dying (MAID)
- Valid Ontario Driver's license and access to own reliable vehicle
- Proficiency in the use of mobile devices, computer and communication system knowledge including e-mail, secure messaging, and Electronic Medical Records (EMRs)

Responsibilities

- Holistic Assessment
  - Provide comprehensive evaluations of patients and their caregivers, incorporating clinical tools (e.g. PPS, ESAR-r, etc.), to understand illness trajectory, symptoms and overall well-being.

- Symptom & Medication Management
  - Thorough patient assessments to detect signs of decline or complications.
  - Review and reconcile medications, consulting with clinical pharmacist, required.
- Caregiver Support & Care Planning
  - Assess caregiver capacity and refer to appropriate community or FHT team supports.
  - Lead advance and end-of-life care discussions – covering preferences, goals, and substitute decision-makers.
  - Co-facilitation of Caregiver Support group with Palliative Care Social Worker
- End-of-Life Preparation & Education
  - Facilitate advance care planning and preferred place-of-death decisions, including bereavement support.
  - Educate both patients and caregivers on end-of-life signs, symptom management, and care plan updates.
  - Provide compassionate support and education as needed regarding MAID requests, in line with patient and caregiver wishes.
- Interdisciplinary Communication & Coordination
  - Share findings and interventions with the care team to inform adjustments in medical orders, nursing or support care plans, and care setting transitions. Coordinate referrals to palliative services and supports.
- System Collaboration
  - Participate in professional community palliative tables with physicians and palliative agencies.
  - Participate in UGFHT and Ontario Health Team palliative system program development, evaluation and reporting.

#### Skills and Abilities

- Demonstrated skills in geriatric, chronic disease management and palliative care nursing, advance care planning, community resource knowledge, and collaborative interagency and interdisciplinary care.
- Knowledge and proficiency in current, evidence-based methods and practices of primary care delivery of palliative care.
- Strong clinical judgment and problem-solving, using thoughtful reasoning and clear communication to support both patient needs and team collaboration
- Ability to keep confidential all information regarding patients, health care providers, employees, business operations and clinic/team functioning. Understanding of privacy and circle of care.
- Professionalism displayed through mannerisms, attire and response to stressful situations
- Efficient at prioritizing a diverse workload—managing multiple tasks accurately and swiftly to meet deadlines.

Interested candidates should submit a cover letter and résumé to:

*Nicole Bird, Manager of Human Resources & Administration*  
Upper Grand Family Health Team

Trailside Medical 107-6420 Beatty Line N, Fergus ON N1M 2W3

Email: [careers@uppergrandfht.org](mailto:careers@uppergrandfht.org) or Fax: (519) 843-7386

*The Upper Grand Family Health Team (UGFHT) is an equal opportunity employer and supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, visible minorities, indigenous peoples and persons with a disability.*

*The UGFHT is committed to providing a barrier-free environment for all our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), and its associated standards and regulations. Accommodation will be provided in all parts of the hiring process as required under The UGFHT's Employment Accommodation policy. Applicants with needs that require accommodation are encouraged to contact our Manager, Human Resources & Administration at (519) 843-3947 extension 100 or [careers@uppergrandfht.org](mailto:careers@uppergrandfht.org).*

*We appreciate the interest of all applicants, however, only those selected for an interview will be contacted.*