



**Job Title:** Registered Nurse, Emergency Department

**Employment Type:** Full Time, permanent

**Salary Range:** \$33.90 to \$47.69 per hour, 25 year rate \$48.53

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The RN works within a changing environment and in inter-professional teams to advocate for and promote wellness while ensuring the delivery of safe, effective and ethical nursing care. The RN shares his/her knowledge and expertise with others and contributes to the advancement of nursing practice excellence. The RN continually enhances his/her practice and competencies through ongoing learning, education, experience and reflective practice. The primary role of the RN is to provide holistic, evidence-based, culturally appropriate, patient-centred quality care in accordance with the College of Nurses of Ontario standards and Unity Health's mission, vision, values and policies.

**RESPONSIBILITIES:** The RN optimizes the patient's experience and care outcomes by:

- Being accountable for one's decisions and professional practice;
- Establishing a therapeutic relationship with the patient;
- Collaborating with other members of the patient's care team; and,
- Coordinating and communicating patient care activities.

The RN has 4 key areas of responsibility:

*Patient Care:*

- Acquires information to assess patient care and learning needs
- Develops a plan of care and integrates nursing activities with other inter-professional activities
- Engages in critical inquiry and reflection to select evidence-based interventions
- Organizes nursing care and assigns or changes nursing care activities where appropriate
- Evaluates the effectiveness of the plan of care and adjusts the plan as needed
- Anticipates, recognizes and addresses rapidly changing situations
- Provides health education to patients and their families using effective teaching strategies
- Documents observations, assessments and care provision
- Contributes to discharge and transition planning
- Refers patient to other agencies or services as needed

*Collaboration & Coordination*

- Serves as the primary resource for organizing and coordinating patient care activities
- Establishes and maintains respectful, collaborative, therapeutic and inter-professional relationships
- Coordinates and communicates patient care activities for a safe and seamless transition and appropriate transfer of accountability
- Participates in hospital committees and other groups

### *Leadership*

- Aligns behavior with Unity Health's vision, mission and values and Code of Conduct
- Supports the advancement of professional practice
- Utilizes effective judgment in assigning patient care activities
- Engages in self-reflection, performance review and ongoing learning
- Participates in mentoring, teaching and /or coaching students, co-workers and other regulated and unregulated health professionals
- Embraces change that leads to improved nursing practice and better patient outcomes
- Advocates for a safe and healthy work environment

### *Research*

- Participates in or supports research projects
- Supports and participates in evidence based practice implementation and quality improvement initiatives

### Qualifications:

1. Currently registered with the Ontario College of Nurses
2. Current BLS required; completion of ACLS and PALS within 6 months
3. CC1 or equivalent within 6 months
4. Complete STOP Harm training (or equivalent training by in-house provider) within 6 months.
5. One year of recent Emergency experience and/or 2 years of acute medical/surgical nursing experience preferred
6. Physical Assessment Course or equivalent within 2 years
7. Good communication and interpersonal skills and the ability to function as a team player
8. Must be able to deal effectively with patients and family members in crisis situations
9. Paediatric experience an asset
10. Satisfactory attendance record.

*As a condition of employment, all external hires will be required to submit proof of COVID-19 vaccination or documentation unless a valid accommodation under the Ontario Human Rights Code exists.*

### **If you are interested in:**

Please apply to:

<https://unityhealth.to/careers-at-unity-health-toronto?JobNumber=885548>

**Thank you for interest in our positions! To learn more about nursing at Unity Health, please visit:**

<https://unityhealth.to/get-involved/work-at-unity-health/nursing-at-unity-health/>

Unity Health Toronto serves patients, residents and clients across the full spectrum of care while investing in world-class research and education. Our commitment to anti-racism, equity and social accountability is essential to our ability to provide exceptional care experiences and to drive research and academic excellence, while our deeply held values of *human dignity, compassion, excellence, community* and *inclusivity* drive us to continuously nurture an inclusive environment.

We are committed to creating a workplace culture where everyone feels valued and welcome to be themselves, and where they are empowered to share different perspectives to inspire creativity and innovation. Unity Health encourages applications from qualified candidates and we especially welcome applicants who are Indigenous, Black or Racialized, persons with disabilities, people who identify as 2SLGBTQIA+, and all others who may contribute to the further diversification of ideas.

We are committed to accessibility in the candidate application and selection process. Requests for accommodation can be made at any stage of the recruitment process, providing the applicant has met the bona-fide requirements of the vacant position. Applicants are asked to please make their accommodation requirements known when contacted.