



REGISTERED PRACTICAL NURSE – GAIN Program

DEPARTMENT:	GAIN
REPORTS TO:	Manager of Mental Health, DEN, GAIN, OTN
STATUS:	Permanent Full-Time
SHIFT:	Day shift, Monday - Friday
COMPENSATION:	\$37.438 - \$38.161/hr
UNION:	SEIU
AVAILABLE TO:	Internal and External Candidates
DATE POSTED:	March 18, 2025

POSITION DESCRIPTION:

As part of the Behavioural Supports Ontario Program and GAIN team, the successful candidate will provide direct support and expertise to clients living in their homes who are experiencing responsive behaviours related to dementia, mental health, addictions, or neurological disorders and will provide comprehensive bio-psychosocial assessment and intervention. The incumbent will liaise with the hospital and GAIN Community teams, Ontario Health at Home, and other practitioners in the circle of care.

QUALIFICATIONS: The successful candidate will possess:

- Current registration with the College of Nurses of Ontario (in good standing) and the ability to perform within the full scope of practice of an RPN;
- Current BCLS certificate required.
- Valid driver license, insurance and ability to provide your own transportation to travel to patient homes and other off site locations as required.
- Certificate of completion in PIECES, Montessori Based Dementia Care and Gentle Persuasive care (GPA);
- Minimum of 1 year of experience working supporting clients living in the community, with a strong understanding of the barriers, added risks and supports needed.
- Minimum of 1 year experience with conducting home visits, providing both client and caregiver with support in their homes, with an understanding of the types of teaching and supports that are most effective when supporting people with dementia in the community, some of whom live with caregivers and others who live independently.
- Patient assessment skills, clinical knowledge and expertise within the RPN scope of practice related to gerontological mental health, addictions and neurological conditions required (i.e. CCSMH best practices, U-First);
- Advanced understanding of dementia and the ability to assess the unique impact of the disease.
- Thorough understanding of the concept of "Responsive Behaviours" and behavioural expression as a form of communication.
- Strong medical assessment skills and knowledge of medical and biological issues as they relate to the aging process (knowledge of delirium, risk factors, medication, etc.);
- Thorough knowledge of community resources to provide linkage to the appropriate services necessary to best serve the client.
- Effective organizational, prioritization and problem-solving skills and proven sound judgement and observation skills.
- Proven communication, interpersonal, and teaching skills to effectively interact with patients and their families, physicians, and colleagues.
- Proven track record with advocating for clients who have been alienated from families and community resources because of their behaviours.
- Demonstrated understanding of and commitment to the organization's safety programs and practices, including staff safety, patient safety, environmental safety, and participation in education in this area.
- Proven good attendance record with capabilities of maintaining this same standard.

SUBMIT APPLICATION AND RESUME TO:

**Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609**

PLEASE QUOTE JOB NUMBER:

2025-43

Job DEADLINE:

March 27, 2025 @ 1600 Hours

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.