

REGISTERED PRACTICAL NURSE – TREATMENT NURSE

Employment Status:	Temporary, Full-time, Up to six (6) months
Compensation:	\$35.70 per hour
Location:	Strathmere Lodge - Strathroy, ON
Union/Non-union:	UNIFOR

POSITION OVERVIEW

As a member of the nursing team and under the supervision of the direct Registered Nurse, the primary responsibilities of the Treatment Nurse will be to complete prescribed treatments, skin and wound assessments as per the Skin and Wound Policy and consult with the Skin and Wound Lead. In addition, the Treatment Nurse is involved in the planning, implementation and evaluation of resident care in accordance with the current Standards of Nursing Practice specified by the College of Nurses of Ontario (CNO), the policies and procedures of Strathmere Lodge, and the *Fixing Long-Term Care Act, 2021*.

This is a temporary, full-time position for up to six (6) months. Hours of work are from 7:00 a.m. to 3:00 p.m. and 2:00 p.m. to 10:00 p.m. The successful candidate must be available to work weekdays, weekends and statutory holidays. This is a unionized position within our UNIFOR bargaining unit.

QUALIFICATIONS

- Current certificate of registration as a Registered Practical Nurse with the College of Nurses of Ontario (CNO).
- Excellent verbal and written communication skills for interacting with residents, families, healthcare professionals, and administrative staff.
- Ability to manage time, prioritize tasks, and maintain an attention to detail to ensure accurate and up-to-date records and data.
- Current Criminal Record Check with a Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County.
- Completion of a two-step TB test (dated within the last 12 months) or one-step TB test (dated within the last 12 months) will be accepted if a two-step TB test was previously completed.

WHY CHOOSE STRATHMERE LODGE?

Strathmere Lodge is a not-for-profit, long-term care home that is owned by Middlesex County. Opened in 2006, this facility sits on a five-acre site on the outskirts of Strathroy. The home provides care to 160 residents in accordance with Ontario legislation and standards established and monitored by the Ministry of Long-Term Care.

At Strathmere Lodge, you will have a chance to make an impact in your everyday work and build lasting relationships. We offer a culture that values inclusion, diversity, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

HOW TO APPLY

If you are interested in this opportunity, please submit your cover letter and resume by email to hr@middlesex.ca by 4:30 p.m. on July 14, 2025.

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for candidate selection purposes only.

WHAT WE OFFER

- Employee Recognition Events
- Professional Development
- OMERS Pension Plan
- 13.75% Pay in Lieu of Benefits
- 4% Vacation Pay
- Employee and Family Assistance Program

VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>

Join our team and build a rewarding career!

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.

**STRATHMERE LODGE
POSITION DESCRIPTION**

TITLE:	Treatment Nurse (RPN)
REPORTS TO:	Director of Resident Care, Assistant Director of Resident Care or designate
DEPARTMENT:	Nursing
POSITIONS SUPERVISED:	Personal Support Workers
EFFECTIVE DATE:	May 2023
HOURS OF WORK:	7:00 a.m.-3:00 p.m., 3:00 p.m.-11:00 p.m., 11:00 p.m.-7:00 a.m. or as assigned

POSITION SUMMARY

As a member of the nursing team and under the supervision of the direct Registered Nurse, the primary responsibilities of the Treatment Nurse will be to complete prescribed treatments, skin and wound assessments as per the Skin and Wound Policy, and consult with the Skin and Wound Lead. In addition, the Treatment Nurse is involved in the planning, implementation and evaluation of resident care in accordance with the current Standards of Nursing Practice specified by the College of Nurses of Ontario (CNO), the policies and procedures of Strathmere Lodge, and the *Fixing Long-Term Care Act, 2021*.

PRINCIPAL DUTIES & RESPONSIBILITIES

- Providing nursing care in accordance with Strathmere Lodge policy and procedures, with CNO standards, and within the guidelines of the FLTCA, 2021.
- Administering medications and treatments to residents as ordered by physician under the supervision of a Registered Nurse.
- Ensuring the safekeeping of all medications (i.e. narcotics, cytotoxic medications etc.).
- Acting as a member of the nursing team by contributing to the nursing process at all levels (i.e. Assessment, Nursing Diagnosis, Planning, Implementation and Diagnosis).
- Providing guidance, direction and instruction to PSWs.
- Collecting data from residents and other health care team members and reporting to the RN, as required.
- Participating in the development and review of resident care plans.
- Carrying out resident care by competently performing all skills as outline by the College of Nurses of Ontario in the Compendium of Standards of Nursing Practice for Registered Nurses and Registered Practical Nurses and by being recertified annually.
- Completing RAI assessments as directed by the RAI Co-ordinator/Back-up Co-ordinator or designate.
- Providing understanding, compassion and moral support to residents, as required.
- Evaluating and documenting resident conditions and response to nursing care, and with assistance and guidance from the Registered Nurse, adjusting resident care as necessary to respond to the resident's changing condition.
- Recognizing and reporting symptoms indicative of adverse reactions to medication/treatments and reporting such symptoms/events to the Registered Nurse.

- Demonstrating professional knowledge and skill in daily practice by responding quickly to unexpected changes in work volume, emergencies, staffing and scheduling changes.
- Communicating concisely, accurately and appropriately with all members of the health care team.
- Participating as a team member by supporting, assisting, relieving and covering for other staff members promptly, when required.
- Maintaining knowledge of current nursing practices and keeping informed of current trends and new developments in the field of nursing by attending educational programs and in-services both inside and outside of the Lodge.
- Accompanying physicians on rounds and processing physician orders.
- Keeping physicians abreast of changes in residents' medical conditions.
- Keeping families and POAs abreast of changes to medication and treatment regimens, and to notify such parties of significant changes in the status of applicable residents.
- Providing direct resident care by performing duties such as: feeding residents, lifting and transferring residents, ambulating, admitting residents, positioning and removing residents from toilets, commodes, urinals and bedpans, stripping beds of soiled linen and making beds, and also after-death care of the body. Registered staff members should only perform those duties mentioned above - duties normally accomplished by a Personal Support Worker - when all other strictly nursing duties (such as medication and treatment administration, charting, etc.) are complete. The registered staff member reserves the right to decide which clinical duties are most important at any given time.
- Provides advice, guidance, instruction, and direction to PSWs as necessary, consulting the RN if greater theoretical knowledge is required.
- Adheres to provincial occupational health and safety legislation and related Lodge/County policies/procedures, including: holding workers accountable for such adherence; informing workers of workplace hazards/dangers; instructing workers on how to work safely; and doing everything reasonable to keep workers from getting injured/sick on the job.
- Performs all other duties as assigned.

QUALIFICATIONS

Education & Experience

- Current certificate of registration as a Registered Practical Nurse with the College of Nurses of Ontario (CNO).

Knowledge, Skills and Abilities

- Proficiency in using Microsoft Office Suite including Word and Excel.
- Excellent verbal and written communication skills for interacting with residents, families, healthcare professionals, and administrative staff.
- Ability to manage time, prioritize tasks, and maintain an attention to detail to ensure accurate and up-to-date records and data.
- Ability to handle multiple tasks simultaneously in a busy long-term care setting, ensuring efficient workflow and timely completion of responsibilities.
- Ability to handle sensitive information with discretion, maintaining confidentiality at all times.

Other

- Current Criminal Record Check with Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County.
- Current CPR certificate.
- Completion of TB testing (a 2-step TB skin test must be completed within the last twelve (12) months, or a 1-step TB skin test within the last twelve (12) months will be accepted with proof that a 2-step TB test was previously completed).