

**PERTH AND SMITHS FALLS DISTRICT HOSPITAL
ONA INTERNAL JOB POSTING
ONA 2026-277**

DATE: October 2, 2026

DEPARTMENT: NURSING - ONA

POSITION: REGISTERED NURSE POSITION -RESOURCE NURSE
Temporary Full Time – until March 31, 2027
(position may be extended for a total duration of 6 months depending on funding from Ontario Health)

LOCATION: Emergency Department – Smiths Falls

SUMMARY OF DUTIES:

General Nursing duties providing patient care in the Emergency Department, within the scope of practice of the Registered Nurse.

The Resource Nurse is accountable to the Manager of the Patient Care Unit for the day-to-day coordination of the Emergency Department. This position reports any discrepancies and/or non-adherence to the standards of care, and/or staffing issues, directly to the Patient Care Manager.

When fulfilling the role of the Resource Nurse, in addition to the above guidelines, the Registered Nurse will focus on the following:

- Department input, throughput and output of ED patients to improve patient flow
- In collaboration with the ED MD; diagnostic results review, consultation and follow-up including Public Health follow-up
- Review and follow-up of external consults and referrals
- Incorporates regular patient rounds into the overall assessment of patient care needs.
- Will distribute patient care assignments based on the patient plan of care and the competence (knowledge, skill and judgement) within the scope of practice of the care provider.
- Will assume responsibility for a patient assignment as required.
- Acts as a patient centered liaison between a patient family and healthcare team.
- Will meet as appropriate with the interdisciplinary team, i.e. IPAC, ED MD's, Hospitalists, discharge planning, etc. to collaboratively review the plan of care, when needed
- Participates in data collection efforts as requested.

ADDITIONAL RESPONSIBILITIES:

- Ability to provide appropriate decision-making ability, prioritization and a patient focused direction for the nursing unit
- Ability to demonstrate leadership capability
- Awareness of Emergency Department Pay-For-Results (P4R) targets and activities which contribute to performance
- Excellent communication skills that will facilitate patient care focused discussions with management, physicians, staff, families and patients
- Ability to multitask and take on patient care duties when required
- Ability to provide coordination of patient care based on patient need and staffing compliment
- Ability to assist staff with ongoing education and clinical support requirements.
- Ability to provide appropriate staffing judgements based on the patient care requirement of the emergency department in consultation with the Patient Care Manager

QUALIFICATIONS - *Minimum Requirements – MUST HAVE*

- Successful completion of: Degree of Nursing, BScN, BN or equivalent
- Current Certificate of Registration in good standing- College of Nurses (Ontario)
- Current CPR (Basic Level)
- Current CTAS and ACLS
- Emergency Department RN Experience – minimum 2 years

Mandatory Skills and Abilities:

- Attention to detail
- Daily connection with manager to update on safety concerns, flow, equipment needs etc.
- Leads huddles in the absence of the manager
- Good organizational and analytical skills
- Ability to quickly and accurately assess patients' conditions
- A caring and sympathetic manner
- Conflict resolution skills
- Demonstrates exceptional leadership skills which includes but is not limited to encouraging collaboration and communication
- Open and approachable.
- Ability to efficiently handle emergencies and remain calm in stressful situations
- Effective decision-making in the areas where they are both responsible and accountable for, eg: guidance to those with less experience, requesting additional staff when census rises
- Creates and sustains a psychologically safe work environment where staff are encouraged to speak up and ask questions/raise concerns
- Promotes a culture of continuous learning and evidence-based practice
- Promotes continuous learning and provides mentorship and coaching where required

Asset:

- Non-Violent Crisis Intervention
- TNCC

This is an internal position requiring an interview. Candidate selection will be based on the interview evaluation, as well as seniority, skills, and experience.

SHIFT: Days 8hr - Subject to schedule changing as per Management Rights, Article 2.

SALARY: \$45.49 – \$46.52 – \$47.59 – \$49.52 – \$51.55 – \$53.92 – \$56.39 – \$58.99 – \$63.31

CLOSING DATE: October 9, 2026, at 4:00 PM

How to apply: Please send an email to HR@psfdh.on.ca, stating the job number in the subject line.

Be advised that the Perth and Smiths Falls District Hospital has a vaccination policy located on PDMS. Proof of vaccination will be required as a condition of employment, subject to exemptions contained in the policy.

Perth and Smiths Falls District Hospital is an equal opportunity employer committed to meeting needs under the Canadian Charter of Rights and Freedom and the Ontario Human Rights Code. Our recruitment process follows the Accessibility for Ontarians with Disabilities Act in order to provide a fair and equitable process for all candidates. Applicants requiring accommodation through the recruitment/interview process are encouraged to contact the Human Resources Department at 613-283- 2330 ext. 1888 for assistance.

We thank all interested candidates for their response, however, only those chosen for an interview will be contacted.