



Position Title: Registered Practical Nurse – Geriatric Emergency Management (GEM) Program
Position Status: Full Time
Rate of Pay: \$35.62-35.97 (2024 rates)
Posting No.: 26-80
Posting Date: May 04, 2026
Deadline to Apply: May 11, 2026

About the Position

Reporting, to the Clinical Director, Emergency Department of Norfolk General Hospital, the GEM nurse will provide comprehensive, consultative, specialized and advanced nursing care for patients 65 years and older in the emergency departments at Norfolk General Hospital and West Haldimand General Hospital. In collaboration with the inter-professional team model the candidate is responsible for promoting best practices in care and excellence of older adults in acute care. Liaising with other hospitals, community programs, long-term care services, nurse led outreach teams, Integrated care team nurses and other GEM nurses and across the province.

The GEM nurse's assessment will guide recommendations for the health care needs of the geriatric population in the Emergency Department (ED).

Primary Responsibilities:

- Complete comprehensive assessments and identify the needs of elderly patients in the ED, with the goal of avoiding unnecessary hospitalizations and to safely discharge patients to the community
- Act as a resource/coach to ED staff in the care and management of elderly patients with complex medical and social issues
- Facilitate timely and safe discharge of elderly patients from the ED and link them to community resources, including Specialized Geriatric Services (SGS)
- Communicate assessment findings and needs of admitted patients to the interdisciplinary team
- Promote a model of best practice in Elder Care nursing and an elder friendly philosophy of care within the ED
- Provide best practice education to nurses in the ED and in other clinical areas to enhance the quality of care for the elderly
- Build relationships with the local Long-Term Care and Retirement Homes within the communities to build capacity and collaboration with the goal being ED avoidance.

Mandatory Qualifications:

- Current registration with the College of Nurses of Ontario (CNO) required
- Current Basic Cardiac Life Support certification (BCLS)- Heart and Stroke
- Minimum of 3 years of related clinical experience
- Knowledge of principles of adult education, preferred
- Member of Registered Practical Nurses Association of Ontario, preferred
- Gerontological Nursing Certificate, preferred

Hours of Work

Must be available for a variety of shifts and weekends, holidays etc.

About Us

Located in Simcoe, Ontario, Norfolk General Hospital provides exceptional healthcare to a municipality of approximately 69,000 people. Our area of focus provides a continuum of service throughout the life span of the people we serve including Emergency, Critical Care, Obstetrics, Pediatrics, Medicine, Surgery, and Complex Continuing Care. Employing approximately 550 highly skilled and dedicated employees, Norfolk General Hospital continues to be a full service 106-

bed hospital with round the clock on-call coverage of Specialists in Surgery, Anesthesia, Internal Medicine, and Obstetrics, as well as on-site 24 hour per day medical coverage.

How to Apply

Interested applicants must submit a cover letter and updated resume referring to the above posting number to the Human Resources Department by email at nghr@ngh.on.ca by 1600 May 11, 2026

In order to ensure equal opportunities during the recruitment and selection process, Norfolk General Hospital and Norfolk Hospital Nursing Home provides accommodations for applicants with disabilities, upon request.

Norfolk General Hospital and Norfolk Hospital Nursing Home thanks all applicants for their interest. Please note that only those applicants selected for an interview will be contacted.