



Central Community Health Centre

(Serving: St. Thomas, Central Elgin, Township of Southwold)

Registered Nurse (RN)

Hours of Work: 37.50 hours per week, flexible to include evening and/or weekend hours

1.0 — Summary of Position

The Registered Nurse (RN) is a member of Central Community Health Centre's interdisciplinary primary health care team and provides comprehensive, client-centred nursing services to individuals, families and communities.

Working within the RN scope of practice and in accordance with the standards of the College of Nurses of Ontario (CNO), the RN provides nursing assessment, treatment, health education, disease prevention, chronic disease management, care coordination and health promotion services in collaboration with CCHC's interdisciplinary team.

The RN participates in the development, implementation and evaluation of CCHC programs and services and may provide care at CCHC, aboard the Mobile Health Unit, at community outreach locations and through other community-based initiatives.

2.0 — Primary Responsibilities

- 2.1 Provide nursing interventions, treatments and procedures within the RN scope of practice and in accordance with CCHC policies, medical directives, clinical protocols and applicable legislation
- 2.2 Performs nursing assessments, triage, health histories, health education and counselling, and other clinical activities in accordance with College of Nurses of Ontario standards of practice.
- 2.3 Performs clinical procedures such as immunizations and injections, specimen collection, wound assessment and care, electrocardiograms (ECGs), pulmonary function testing and other diagnostic or therapeutic procedures appropriate to the position and the RN's individual knowledge, skill and judgment.
- 2.4 Recognizes changes in client health status and initiates appropriate nursing interventions, consultation, referral or escalation of care.
- 2.5 Monitors and supports clients with acute and chronic health conditions, including preventative care, health screening, chronic disease management and ongoing care planning in collaboration with the interdisciplinary team.
- 2.6 Provides individualized health education, counselling and self-management support to clients and families based on identified needs and goals.
- 2.7 Collaborate with clients, families and members of the interdisciplinary team to develop, implement and evaluate individualized plans of care.

- 2.8 Participate in case conferences, team huddles, chart reviews and collaborative care planning.
- 2.9 Coordinates referrals to internal CCHC programs, specialists, community agencies and other health and social services, and supports continuity of care through appropriate follow-up of referrals, diagnostic investigations, hospital discharges and other identified client needs.
- 2.10 Advocate for clients experiencing barriers to accessing health care or social supports
- 2.11 Develop and maintain effective working relationships with community partners, hospitals, public health, pharmacies and other health and social service organizations.
- 2.12 Ensures clinical areas, equipment, medications, vaccines and supplies are appropriately maintained, monitored and stocked, including required temperature monitoring, emergency supplies and medication storage, and communicates replenishment or maintenance needs through established CCHC processes.
- 2.13 Maintain accurate, timely and comprehensive documentation in the electronic medical record (EMR) in accordance with CNO standards, CCHC policies and applicable legislation.
- 2.14 Review and appropriately action diagnostic results, clinical correspondence, referrals and other health information within established processes and scope of responsibility.
- 2.15 Participate in chart audits, documentation reviews and quality assurance activities as required.
- 2.16 Participates in the development, implementation, monitoring and evaluation of health promotion, prevention, treatment, education, chronic disease management and community health programs for individuals, families and the community.
- 2.17 Participates in clinical, interdisciplinary and team meetings as required.

3.0 — Accountability

- 3.1 This position reports to the Director of Primary Care or their designate.

4.0 — Qualifications

- 4.1 Current registration as a Registered Nurse (RN) with the College of Nurses of Ontario and entitled to practise nursing in Ontario.
- 4.2 Three years of nursing experience in a community health, primary care, hospital, public health or other relevant clinical setting; experience in interdisciplinary primary care is an asset.
- 4.3 Current Basic Life Support (BLS)/CPR certification.
- 4.4 Proficiency in electronic medical records, computer applications and other digital tools used in a health care environment.
- 4.5 Demonstrated ability to organize and prioritize work, manage competing demands and work effectively in a dynamic primary health care environment.

- 4.6 Demonstrated ability to respond professionally and effectively to complex or demanding situations and to communicate respectfully with clients, colleagues and community partners.
- 4.7 Experience in program development, implementation and evaluation is an asset.
- 4.8 Must possess a valid Ontario Driver's Licence.

5.0 — Upholding Standards

Organizational Beliefs, Values and the Model of Health and Wellbeing

- 5.1 Knowledgeable about the organization's vision, mission, principles, and organizational philosophy, and incorporates these beliefs into everyday work
- 5.2 Works within an interdisciplinary team and strives to work collaboratively, respecting the skills and knowledge of others
- 5.3 Works in a manner that incorporates health promotion and addresses the social determinants of health
- 5.4 Understands and respects the process by which the community is involved in decision making
- 5.5 Engage volunteers, participants and/or clients in leadership and/or capacity development opportunities wherever possible
- 5.6 Works to reduce barriers to access (e.g., outreach and mobile services, language, life skills, transportation, childcare, hours of service, etc.)
- 5.7 Committed to utilizing available resources to support wellness (e.g., EAP, attending staff wellness events, sharing concerns as per CCHC's Human Resource Policies, etc.)

Organizational Excellence

- 5.8 Contributes to a welcoming and supportive environment Acts with professionalism and courtesy toward all individuals served by the CCHC, the general public and other staff members and volunteers
- 5.9 Works in a manner that complies with CCHC's privacy policies and preserves, maintains and respects confidentiality of participants, volunteers, clients, and staff
- 5.10 Respects and values the diversity of communities and individuals
- 5.11 Contributes to the development and promotion of CCHC in St. Thomas, Central Elgin, the Township of Southwold and wherever else CCHC may be represented
- 5.12 Maintains and develops professional competence through appropriate continuing education and/or professional development

Occupational Health and Safety

- 5.13 Works in a manner that meets all Health and Safety requirements, to ensure a healthy and safe workplace
- 5.14 Completes and maintains required training (e.g., WHMIS, First Aid).

Organizational Duties and Responsibilities

- 5.15 Works in a manner that promotes and maintains the reputation of the organization and minimizes risk of harm and/or liability to the organization
- 5.16 Works in a manner that complies with the organization's Human Resources Manual
- 5.17 Contributes to the organization's endeavours to collect, analyze and report on data, and participate in research
- 5.18 Contributes to the organization's efforts to secure and maximize resources for current and new programs, services, and activities
- 5.19 Performs other duties that support the mission/mandate of the organization, as assigned by the Chief Executive Officer or their designate.