



Registered Nurse or Registered Practical Nurse

Kitchener Downtown Community Health Centre - Kitchener, ON

Kitchener Downtown Community Health Centre provides primary health care services with an emphasis on persons who experience barriers to health care access and health inequities. These services address the social determinants of health and include medical care, health promotion, illness prevention and community capacity building.

Our diverse and dynamic interdisciplinary team works collaboratively with clients and the community. We are passionate and dedicated to ensuring that everyone in our community has access to quality health care.

KDCHC has the most complex client population being served by primary health care professionals within Waterloo Region. We offer inter-disciplinary wrap-around supports to our clients in order to address the many socioeconomic barriers they may face.

We are currently launching a new program and expanding our team. We are enhancing our outreach team to provide primary care services “where our clients are”. We’ll offer increased service to those who are homeless or precariously housed, and who may experience mental health issues or addictions, in locations people currently use and feel comfortable. This service will be part of an interdisciplinary, multi-agency outreach team that works from a relationship based, non-stigmatizing, non-oppressive and Harm Reduction approach.

As a member of this new team, you’ll provide Primary Care outreach services and help to shape the development of this exciting new program.

We are currently recruiting 1 person for the following position:

Registered Nurse or Registered Practical Nurse – Outreach Services

Regular Full-time

Position Description:

The Outreach Nurse provides direct primary care within their full scope of practice and participates in the development, implementation, monitoring and evaluation of services for individuals who are homeless, or precariously housed and experience barriers related to mental health and addictions. The Nurse works collaboratively as a member of the KDCHC interdisciplinary team and a member of the multi-agency outreach team. The majority of their service delivery will be off site from the KDCHC main location.

Responsibilities

- Complete brief history of clients, anticipate and ensure equipment for client visit is set up in examination location.
- Triage client's needs, either by telephone, by video visit or in person.
- Screen and assess clients with minor episodic illnesses according to established protocols.
- Perform basic nursing skills (e.g. dressing of wounds, injections and assist with other procedures as requested).
- Perform foot care according to scope and certification.
- Perform necessary clinical functions to facilitate delivery of comprehensive primary care and patient flow (e.g. assist providers with prescription ordering; clean equipment).
- Perform non-clinical duties such as the ordering and distribution of supplies.
- Maintain accurate health records and up to date clinical notes in accordance with College of Nurses Standards and KDCHC policies.
- Participate in case conferences to ensure co-ordination of services to client.
- Assist with the planning, implementation and evaluation of other health promotion/disease prevention services for individuals and client populations as determined by KDCHC.
- Ensure examination locations are stocked sufficiently and consistently.
- Order medical supplies and maintain inventory controls.
- Maintain contact with pharmaceutical company representatives and maintain a current inventory of pharmaceutical samples.
- Organize printed resources such as client education materials, diagnostic and other requisitions.
- If assigned, perform duties to support Ontario Telemedicine (OTN).
- If assigned as a Student Supervisor, provide orientation, ongoing support, coaching and monitoring in order to meet the requirements of KDCHC and of the educational institution.

- If assigned as a Volunteer Supervisor, provide support, training, monitoring, and on-going communication as needed for the volunteer to successfully fulfill their position description.
- Work in locations mainly within Kitchener-Waterloo but off site from the KDCHC main location (to be determined by KDCHC). Scheduling of work hours will be based on the operational needs of KDCHC and may include some evening and weekend work.
- Participate in team and staff meetings and multi-agency meetings and committee work as appropriate to support both service delivery and KDCHC and IPC organizational goals.
- Collect, analyze and report on data and relevant information and participate in research as determined by KDCHC.
- Contribute to the Centre's practices of hiring, orienting and training of staff
- Work from a Social Determinants of Health perspective to remove barriers and improve health outcomes for individual clients and/or for the development of community health and well-being, and to reduce health inequities.
- Use a Harm Reduction approach with clients who may exhibit behaviours that place their health at risk.
- Work individually and collaboratively in the development and implementation of quality improvement initiatives and activities.
- Work in a manner that preserves confidentiality.
- Work in a manner that ensures client safety and minimizes risk to clients, volunteers, the KDCHC.
- Work in a manner consistent with the KDCHC Vision, Mission and Guiding Principles.
- Work in a manner that demonstrates self-reflection and personal accountability for work performance.
- Adhere to all KDCHC policies.

Qualifications:

- Current registration in good standing with the College of Nurses of Ontario.
- A minimum of two years employment experience as a Registered Nurse, including in a primary care or community setting. A combination of primary care, community and acute care experience will be considered. A Registered Practical Nurse with the preceding experience would also be considered.

- Ability and experience working with people with complex care needs, who may experience unpredictable outcomes and people who may be at risk of negative outcomes.
- Experience working effectively with street involved populations who may have mental health and addictions issues.
- Ability to maintain appropriate boundaries in supportive relationships
- Maintain current certification in Standard First Aid Level HCP, including CPR.
- Certification in Foot Care would be an asset.
- Proficiency in Electronic Health Records; experience with Practice Solutions is considered an asset.
- Knowledge of available resources accessible to clients (e.g. food banks, local shelters, mental health and addictions resources)
- Ability to work independently.
- Ability to work collaboratively within a primary care team and within a broader inter-disciplinary staff team.
- Demonstrated ability to communicate effectively in English, both written and verbally.

Salary Rate:

\$61,029 to \$73,529, Registered Nurse depending on experience

\$43,931 to 52, 930 Registered Practical Nurse depending on experience

Competitive benefit package, including:

- Paid Vacation Leave: 3 weeks to start; 4 weeks after two years
- Paid Public Holidays & Sick Leave
- Paid Professional Development Leave and funding
- Defined Benefit Pension Plan (through HOOPP)
- Extended health and dental insurance
- Life, Accidental Death, and Long-Term Disability insurance
- Employee Assistance Plan

Application Process:

Email applications are preferred.

Include the subject line: RN-RPN Outreach Recruitment

Application Deadline: 5 pm - Friday October 26th, 2018

KDCHC values the diversity of its staff and welcomes applications from people of all races, ethnicity, religions, culture, sexual orientation, gender identity and those with disabilities.

Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact so that suitable arrangements can be made.

Personal information submitted will only be used for the purposes of this recruitment process.

We appreciate all expressions of interest; however only those selected for an interview will be contacted.