



Norfolk Family Health Team

**105 Main Street
Delhi, ON N4B 2L8
Phone: (519) 582-2323**

EXTERNAL POSTING - Registered Practical Nurse Chronic Non-Cancer Pain Management Program Permanent Part-Time (PPT) 22.5hrs/week

Housed within the Centre, the Norfolk Family Health Team (FHT) is a leading provider of quality health care and transformative support to people who face social, economic and other systemic barriers. This is done through primary health and chronic disease services; health promotion and education; outreach and social supports; and mental health services. Individuals have access to family physicians, nurse practitioners, registered nurses, social workers, medical office assistants, registered dietitian, occupational therapist, kinesiologist and pharmacist. Supporting individuals who are accessing their primary healthcare through the Norfolk Family Health Team (FHT), in addition to supporting the broader community, a pharmacy, community lab and ultrasound services are available on site, as are a variety of other community services intended to enhance the overall health and wellness of men, women, children and families.

An immediate need exists for one Registered Practical Nurse. The RPN will be working out of the Delhi and Brantford site (twice a month). The successful candidate must be available to work days with the flexibility to cover additional shifts as required. Please note the schedule and hours of work may change due to operational requirements.

We believe in work-life balance and offer:

- A competitive salary.
- Membership in Healthcare of Ontario Pension Plan (HOOPP).
- Benefits
- Paid vacation
- Free parking

General Overview:

The Registered Practical Nurse with the *Chronic Non-Cancer Pain Management Program* (CNCMP) works in the capacity of the site-specific Coordinator and alongside of the interprofessional primary care team, completing intake and initial assessment, liaising with referring physicians and the CNCMP team and ensuring all patient care plans are in place. Registered Practical Nurse (RPN) is also responsible for the collection and submission of site-specific data and program evaluation.

Responsibilities:

Registered Practical Nurse (RPN):

- Provides complete patient assessment, including vital signs and pre-examination procedures. Gathers and assesses objective and subjective data from the patient.
- Documents data and assessments in the patient record (EMR), computer system and information technology to ensure standard documentation, coding, and completion.
- Assists the providers in all aspects of the consultation, treatment, procedures, and follow-up care.
- Executing medical regimens and nursing interventions as appropriate for the setting and their competency.
- Medication reconciliation, management, patient compliance and education.
- Operating medical equipment.
- Provide health education and health promotion that are responsive to client needs.
- Triage of calls for urgent appointments, referrals for patient consults and testing, insurance pre-certification and documentation.
- General office skills including keyboarding, office computer software, filing, answering telephones, email, faxing, copying.
- Administers and record immunizations. Education to the patients of the risk and benefits.
- Leads chronic disease prevention, management and self-care Leads community analysis and planning Actively leads quality improvement initiatives.
- Maintain clean, orderly and well stocked examination rooms, treatment rooms and nursing station.
- Sterilize equipment for minor surgical procedures. Sonic clean and autoclave procedures through IPAC.
- Identifies, plans and prioritizes nursing interventions. Develops, implements and refines care plan with team.
- Provides in-person and telephone counseling, triage and follow-up acts as an evidence-based champion in delivering care.
- Patient health counseling and instruction, including meeting with families and caregivers.
- Reports to the executive director or delegate and works closely with other members of the interprofessional primary care team.
- Participate in quality improvement initiatives.
- Attend all relevant planning meetings and support with clinical flow.

NOTE: the full-time Registered Practical Nurse (RPN) will be the first point on contact for the Program and therefore have additional triaging responsibilities. This position will also have additional responsibilities related to program evaluation and data coordination/management.

Requirements:

- Member in good standing with the College of Nurses of Ontario
- Current membership with the RPNAO with LAP Insurance
- Current certification and maintenance of CPR for Health Care Providers
- Working knowledge of acts, legislation, and professional standards that govern nursing practice including the Personal Health Information Protection Act (PHIPA), Regulated Health Professions Act (RHPA), and College of Nurses of Ontario (CNO) Standards and Guidelines
- Nursing care knowledge related to primary care, community health, and chronic disease management.
- Understand the social determinants of health and their impact on newcomer and migrant communities, homeless or underhoused individuals and members of 2SLGBTQ communities.
- Experience/interest in working with communities facing barriers to accessing health care due to poverty, social isolation, homelessness, homophobia/transphobia, racism, classism, mental health and/or substance use challenges.
- Demonstrated ability to work effectively within a multidisciplinary team.
- Solid interpersonal and crisis intervention skills
- Effective organizational, critical-thinking, problem-solving, decision-making and communication skills.
- Experience and comfort working with an electronic medical record (EMR)
- Comfortable using Remote Interpretation Ontario (RIO) phone interpretation line during client assessments.
- Proven ability to problem solves effectively and independently.
- Working knowledge of Microsoft Office suite, including Word, PowerPoint, and Microsoft Teams is an asset.
- Experience with health program planning, implementation, and evaluation is an asset.
- Ability to maintain professional practice regarding commitments to colleagues and clients, pertinent legislation, evidence-based standards of care and professional standards of practice.
- Experience in and/or familiarity with rural medicine an asset

To apply: Please email a cover letter and resume to Roxanne Pierssens-Silva, Executive Director at roxanne@norfolkfht.ca and Kelsey Boudreau, Clinical Manager at kelsey@norfolkfht.ca by Friday, May 3rd, 2024. Applications will be accepted until the position is filled.

The Norfolk Family Health Team is dedicated to building an organization that reflects the diversity of our clients and the communities we serve. This includes diversity in languages spoken, culture, race, sexual orientation and gender identity. Requests for accommodation due to disability can be made at any stage in the recruitment process.

We thank all applicants for their interest but only those selected for further consideration will be contacted.



Job Type: Part-time, Permanent

Pay: \$25.00-\$26.00 per hour

Expected hours: No less than 22.5 per week

Benefits:

- Company pension
- Dental care
- Disability insurance
- Extended health care
- On-site parking
- Paid time off
- Vision care

Schedule:

- 8 hour shift
- Monday to Friday

Work Location: In person

Application deadline: 2024-05-03