



Registered Practical Nurse 079-23-2
Home and Community Care, Health Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday, **May 31, 2023**, for the Registered Practical Nurse with Home and Community Care, Health Services Department. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: The Registered Practical Nurse reports to and works under the direction and supervision of the Manager of the Home & Community Care Program. The Registered Practical Nurse works as a member of the Six Nations Home and Community Care Health Team, using a client-centered approach, takes a leadership assessment role in the planning, coordination, implementation and evaluation of nursing care for community members. The Registered Practical Nurse within the policies and procedures established by Six Nations of the Grand River.

Type	Full Time
Closing Date	May 31, 2023
Term	Permanent
Hours of Work	35 hours per week
Wage	TBD

BASIC QUALIFICATIONS:

- Possess a current Certificate of Registration from the College of Nurses of Ontario

OR

College Diploma with Certificate of Registration from the College of Nurses of Ontario.

- Possess current CPR and First Aid
- Computer Skills an asset in Microsoft Office, MS Word and Excel.
- Must have an insured vehicle and Class "G" driver's license.

- Understands the importance of confidentiality and the ability to work with tact and discretion.

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance please reach out to Lesleigh Rusnak, Staffing Officer at 519-445-2223 ext 4343 or via email at StaffHR@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

Registered Practical Nurse – Full Time – 079-23-2
c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0



POSITION DESCRIPTION – HEALTH SERVICES

POSITION TITLE: **Registered Practical Nurse**

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Manager of the Home & Community Care Program.

PURPOSE & SCOPE OF THE POSITION:

As a member of the Six Nations Home and Community Care Health Team, using a client-centered approach, takes a leadership assessment role in the planning, coordination, implementation and evaluation of nursing care for community members.

KEY DUTIES & RESPONSIBILITIES:

1. Technical Functions:

- Identifying and coordinating resources for clients and families i.e. provide a link for patient/family specialist and quality care liaisons.
- To be familiar with all nursing positions under Home & Community Care Program; including Case Management, Complex Care Nursing, On-Call services and be able to fill in on a temporary basis as it relates to the scope of practice for a Registered Practical Nurse
- Engaging in daily coordinating activities that contribute to overall service delivery.
- Identifying and performs patient care activities within professional scope of duties as identified by the College of Nurses of Ontario
- Assessing problem identification for client referred for care.
- Interpreting assessment findings and set goals.
- Supporting patients' wishes for an aesthetically pleasing environment.
- Fulfilling role of patient advocate.

2. Communications Functions:

- Identifying and coordinating resources for clients and families i.e. provides a link for patient/family, specialists and quality care liaisons
- Participating in case management, conferences, including the development of clinical pathways; and Quality Assurance activities.
- Works in collaboration with Home & Community Care as well as outside agencies eg. CCAC, First Nations Nursing

3. Administrative Functions:

- Follow nursing care plan intake and assessment as developed by the Registered Nurses and Case Managers under the Home & Community Care Program.
- Providing documentation according to the standards of practice required by Six Nations Home & Community Care Services and College of Nurses

4. Other Functions:

- Maintaining a safe environment according to Health and Safety standards.
- Participating in research and uses research findings according to appropriate standards
- Providing support for the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.
- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management.

WORKING CONDITIONS:

- Working as a high public profile with colleagues, patients and families and is subject to deadlines and interruptions.
- A great deal of physical demands such as standing, walking, lifting, climbing and working in awkward positions. Work will also require working in positions and under conditions that require the use of good body mechanics.
- Exposure to unavoidable physical and environmental factors, which increase the risk of accidents, ill-health or discomfort. For example:
 - Exposure to body fluids
 - Exposure to physical, chemical, infectious agents and energy sources
 - Exposure to multiple and shifting demands
 - Exposure to the challenging physical, ethical and emotional interactions with patients and families
- The use of universal precautions, appropriate body mechanics, lifting techniques and interpersonal skills etc. minimize risks to the clinical caregiver – RPN.

WORKING RELATIONSHIPS:

With the Manager of the Home & Community Care Program

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.

Receives direction, guidance, encouragement on operational issues; discusses plans and priorities.

With Other Staff

Promotes courtesy, co-operation and teamwork with all staff.

With External Agencies

Represents and promotes Six Nations interests relative to the Home & Community Care Program; seeks to develop close working relationships.

With the Public

Represents and promotes the Home & Community Care's interests of Six Nations; works in a courteous, cooperative, positive and proactive manner; provides information and advice.

KNOWLEDGE AND SKILLS:

Minimum Requirements:

- Possess a current Certificate of Registration from the College of Nurses of Ontario
OR
College Diploma with Certificate of Registration from the College of Nurses of Ontario.
- Possess current CPR and First Aid
- Computer Skills an asset in Microsoft Office, MS Word and Excel.
- Must have an insured vehicle and Class "G" driver's license.
- Understands the importance of confidentiality and the ability to work with tact and discretion.

Other Related Skills:

- Good knowledge of the Six Nations Community
- Strong interpersonal verbal and written communication skills
- Demonstrate knowledge of Six Nations Health Services re: legislation, policies and procedures.
- Must possess ability to work independently

IMPACT OF ERROR:

Errors in judgement and in the conduct of duties could lead to loss credibility, poor public relation, confusion, duplication of effort and misinformation being given to the Director of Health Services, Human Services Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by Health Services Department and Six Nations Elected Council. Works within the administrative policies and procedures established by the Six Nations Elected Council for the Health Services Department and other legislation provided by the respective governments.