



CHIPPEWAS OF NAWASH UNCEDED FIRST NATION

Community Health Nurse

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| Department: | Health and Wellness |
| Program: | Health and Wellness |
| Reports To: | Health Manager |
| Term of Employment: | Full-time permanent |
| Hours of Work: | 37.5 hours per week |
| Wage Range: | \$36.26 - \$45.08 (Level RN) |

JOB PURPOSE

Reporting to the Health Manager, the Community Health Nurse supervises the Health Promotion Team and provides a comprehensive range of core nursing functions and services including Client Advocacy, Public Health, Health Promotion, Disease Prevention and Injury Prevention. These services are provided to individuals, groups, families and the Neyaashiinigiing community as a whole. The Community Health Nurse also provides support to those with curative, emergent and urgent needs.

KEY DUTIES AND ACCOUNTABILITIES

- Applies nursing knowledge and critical thinking to plan, implement and evaluate programs and interventions to address health issues, makes evidence-based decisions for nursing services, program planning, development and priority setting with individuals, families, groups and the community and interprets information for professional and non-professional community audiences.
- Advocate for public policy and services that promote and protect the health and wellbeing of the individuals, families, groups, and community as a whole.
- Involves individuals, families, groups, and the community as active partners to address health inequities and foster a self-management care approach.
- Advocate for and use culturally relevant and appropriate approaches when building relationships and providing nursing services.
- Build capacity, improve performance, and enhance the working environment by sharing knowledge, expertise and experience with colleagues, students, First Nations and other members of the health team
- Participates in collaborative, interdisciplinary and intersectoral partnerships to enhance the health of individuals, families, groups, and the community.
- Provides basic first aid in accordance with the College of Nurses of Ontario guidelines and partners with the First Response Team to provide emergency first aid care - to nearest suitable medical facility.
- Ensures professionalism and healthy work ethics within the Health Centre.
- Lead in the delivery of preventative, promotional and harm reduction programs to all ages.
- In conjunction with the Maternal Child Health Nurse, the Community Health Nurse will provide Maternal and Infant Health, e.g. prenatal clinics, prenatal classes, postnatal visits, postnatal classes, family planning, and breast feeding; prenatal. They will also participate in home visits.
- Be responsible for the delivery of Child Health, e.g. Child health clinics, injury prevention education, developmental assessments, daycare education, nutrition guidance, and parenting classes

- School Health, e.g. vision, hearing and growth screening activities, educational sessions, and health resource to teachers.
- Adolescent Health, e.g. educational sessions on sexual health, and prevention programs on alcohol, drugs or tobacco.
- Adult Health, e.g. screening and prevention of diseases such as cancer, diabetes, hypertension, and health education in life choice activities.
- Elder Health, e.g. screening for safety hazards and prevention of injuries, wellness screening, and promotion of social opportunities.
- Partners with the local Public Health Unit and follows the First Nations and Inuit Health guidelines to ensure that mandatory programs are provided to prevent the spread of disease.
- Immunizations: Provides primary disease prevention by providing immunization to infants, children and adults Outbreak management - Surveillance and education of reportable diseases by monitoring reported communicable disease cases.
- Ensure that recommendations, counselling, therapy, referral, follow-up, inspection, infection control and outbreak management is provided; consulting with other professionals; provincial/territorial/regional public health authorities; and providing continuing education to other community-based; workers and clients.
- Conducting regular surveillance to assist in the early identification of potential outbreaks and emerging trends, providing educational information on communicable disease control.
- Record all communicable disease control activities, including mandatory reporting forms, client records and detailed documentation of how cases and outbreaks of disease are managed.
- Contact Tracing: Conduct investigation of contacts in order to prevent the spread of the disease.
- Anticipate emerging issues, changing priorities and practices to address problems and can shift from system wide community approach to an urgent, direct care individual approach.
- Respond decisively and quickly to emerging opportunities or risks by observing, monitoring, and processing information as well as changing health status of clients.
- Incorporate a variety of diverse practices that include traditional and/or alternative health care practices in conjunction with western and/or mainstream health care practices where able and appropriate.
- Ensure legislative and professional privacy and/or reporting requirements for client safety and protection.

REQUIREMENTS

Education and Experience:

- Bachelor of Nursing and two (2) years' work experience in a RN role.
- Knowledge of Indigenous culture, traditions and communities.

Designations, Licences & Requirements:

- Current member in good standing with the College of Nurses of Ontario.
- Valid CPR and First Aid certification.
- Training and Certification in WHMIS, 2015, Occupational Health & Safety Awareness, Workplace Violence & Harassment Training, COVID-19 Health & Safety.
- As a health promoter, recommended to ensure vaccinations are up to date against specific vaccine-preventative diseases to protect worker and/or reduce transmission of infection to others.
- Valid Ontario "G" Driver's License and reliable transportation for work purposes.
- Acceptable recent criminal record and vulnerable sector check.
- Proof of Professional Liability Insurance Coverage

Knowledge, Skills & Abilities:

- Population health status, inequities in health and the determinants of health and illness.
- Urgent, emergency, rehabilitative, supportive, and palliative care nursing.
- Health Promotion and Prevention program development, assessment, and evaluation.
- Evidence based clinical nursing skills, concepts, principles, practices and theories.
- Development, implementation, and evaluation of preventative care plans for clients.
- Principles of epidemiology, case management and clinical practice guidelines.
- Universal precautions and Theories, principles, procedures, and policies for maintaining infection control practices.
- Knowledge of transportation of dangerous goods and willingness to become certified.
- Can-do attitude and strongly motivated to succeed.

PROBLEM SOLVING & COMMUNICATION

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- Present evidence-based information to a variety of professional and non-professional audiences.
- Interpret and analyze relevant sources of information to assist in making informed decisions.
- Address the health needs of the community while respecting both the history and traditional perspectives while acknowledging the colonial impact on health and wellbeing.
- Excellent written and verbal communication and customer service and public relation skills.
- Synthesize nursing and health knowledge from a broad range of theories, models, and frameworks.
- Cultivate effective relationships and network with other departments, clients, regional employers, and other levels of government as needed/directed.

DECISION MAKING & IMPACT

- Conduct duties and responsibilities within the Community Health Nurse Scope of Practice.
- Development of one-to-three-year workplans for supervisor's approval.
- Preparation and maintenance of budget for supervisor approval.
- Integrate best practices, legislation, regulations, and policies into practice to ensure safe and appropriate care is provided to the client in a culturally sensitive manner.
- Assume necessary duties and responsibilities of the Health Manager in absence of such as but not limited to time, attendance, staff performance, monitoring budgets and workplans.

SAFETY RESPONSIBILITIES

- Ensure thorough understanding of Health and Safety Policy and Procedure Manual and Occupational Health and Safety acts and regulations
- Ensure using prescribed protective equipment and/or devices for safety and setting example
- Follow reporting for potential and actual hazards
- Take every reasonable precaution in the circumstances for the protection of self and others

STAFF REPORTS

- Community Health Representative
- Maternal Child Health Nurse
- Casual Contracts as required

WORKING CONDITIONS

1. Physical Demands – Long periods of sitting, standing, typing and some walking. Lifting of some objects not exceeding 10 pounds.
2. Environment – Mainly an office environment and indoor locations with some exposure to outside during travel and events. Minimal exposure to hazardous material (cleaning supplies) and bodily fluids. Exposure to smoke, unsanitary conditions but can be mitigated by using universal precautions.
3. Mental Effort – Quick thinking for frequent handling of difficult situations that some may find stressful and or upsetting. Accuracy of reports and meeting deadlines. Deal with compassion fatigue.
4. Position Type/Expected Hours of Work – Regular full-time hours of 37.5 hours per week with availability for evening and weekend work as required.

This job description is intended to convey information essential to understanding the scope of position and it is not intended to be an exhaustive list of experience, skills, efforts, duties, responsibilities or working conditions associated with the position.

I hereby acknowledge and agree to comply with the above job description necessary to fill the position.

Employee Name

Employee Signature

Date

Supervisor Name

Supervisor Signature

Date