



<b>Position:</b>	Registered Practical Nurse (RPN)
<b>Reports To:</b>	Clinical Lead - Interprofessional Primary Care (IPC)
<b>Term of Employment:</b>	1.0 Full-Time Equivalent (FTE) <i>subject to ongoing funding</i>
<b>Wage:</b>	\$32.00 per hour (\$58,240 annually)
<b>Hours of Work:</b>	35 hours per week

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Reporting to the Clinical Lead, the Registered Practical Nurse (the 'Nurse') will join an Interprofessional Primary Care (IPC) team that emphasizes collaboration and patient-centered care, delivering wholistic services that address both medical and social determinants of health.

This opportunity involves providing clinical and administrative support to our Nurse Practitioner Primary Care Provider (the 'PCP') in both operation and management of general practice and same-day access clinics, providing program support, assisting with clinical tasks, including the execution of medically delegated acts, within the full scope of professional practice as prescribed by the College of Nurses of Ontario (CNO).

### **Responsibilities, Skills and Abilities**

- Provide administrative and full scope clinical nursing practice support to the PCP.
- Provide health promotion and disease prevention initiatives.
- Provide comprehensive care to patients with chronic conditions such as mental health and addictions, congestive heart failure (CHF), chronic obstructive pulmonary disease (COPD), diabetes, and other related illnesses.
- Conduct regular and thorough health assessments for patients with chronic diseases, monitoring key indicators such as blood pressure, glucose levels, and other relevant metrics.
- Work closely with the PCP, patients, their families, and the Interprofessional Primary Care (IPC) team to manage, monitor, and optimize the care of patients.
- Ensure adherence to prescribed medication regimens by educating patients on the importance of compliance, potential side effects, and appropriate actions for missed doses.
- Track symptoms and health status to identify early signs of deterioration or complications, taking proactive steps to prevent hospitalizations or worsening of the condition.



- Collaborate with PCP and other members of the IPC team to develop a care plan and adjust the plan based on patient progress and emerging health needs.
- Coordinate referrals and communication with specialists, integrating their recommendations into the overall care plan to ensure comprehensive and continuous care.
- Maintain a comprehensive understanding of available external programs and resources to ensure that patients are appropriately referred to these programs to enhance their care, providing additional support and resources beyond the IPC team clinic.
- Facilitate and support smooth transitions of care for patients moving between different levels of care, such as from hospital to home or from primary care to specialist services. Ensure that all aspects of the patient's health and well-being are addressed during these transitions.
- Serve as the first point of contact for the PCP, managing urgent concerns, coordinating timely interventions, and ensuring that patients receive prompt and effective care, particularly for those identified as high-risk or with complex chronic conditions.
- Determine the need for development, and implementation of programs and service delivery, and facilitation of health promotion, and prevention strategies for families and individuals.
- Maintain professional competence and remain current (e.g.: evidenced-based care) through ongoing participation in professional development, research projects, et.
- Demonstrated skills in assessment, implementation and evaluation of health and wellness initiatives.
- Ability to keep confidential all information regarding patients, health care providers, employees, business operations and clinic/team functioning.
- Professionalism displayed through mannerisms, attire and response to stressful situations.
- Collaborate to support nurse-led clinics (for example: women's wellness and pediatric clinics).
- Monitor and assist to manage and maintain information in the Comprehensive Health Records (CHR) system and respond to any abnormal results, and participate in hospice-like coverage, on an as needed basis, which may include evening and weekend availability.



### **Requirements**

- Ability to establish and maintain confidentiality among staff and community residents.
- Minimum of three years demonstrated experience in two or more additional areas of clinical care: urgent care clinic, emergency medicine, primary health care (family health team) and/or community health care setting preferred.
- Demonstrated knowledge and experience with promoting evidence-based and traditional practices.
- Excellent written and verbal communication skills.
- Knowledge and competency in current, evidence-based methods and practices of primary care delivery, with an emphasis on health promotion and disease prevention, incorporating both traditional and western medicine and practice.
- Mandatory CPIC (enhanced to include vulnerable sector) will be a condition of employment.
- Familiarity with electronic medical records systems, and competency with Microsoft Office including Microsoft Word, Outlook and Excel.
- Valid Ontario Driver's license and access to a reliable vehicle.

### **Qualifications**

- Registered Practical Nurse (RPN) required.
- BCLS and AED.
- Registration in good standing with the College of Nurses of Ontario (CNO).
- Canadian Triage Acuity Scale (CTAS) Certification/Triage Trained.
- Trauma-Informed.
- Demonstrated competency for patient assessment, planning and evaluating care interventions.
- Demonstrated ability to function productively in a demanding work environment.
- Demonstrated experience in processing referrals and accessing community resources.
- Excellent organizational skills and ability to prioritize workload.
- Excellent interpersonal and communication skills.
- Demonstrated competency in childhood immunization schedules, intravenous, phlebotomy, EKG Interpretation, and competency in medically delegated acts.



**DEADLINE DATE: Friday, April 11, 2025 @ 4:00 p.m.**  
**(\*No Late Applications Accepted\*)**

Only qualified applicants will be contacted for an interview  
Qualified Saugeen First Nation members will be given priority

Successful candidate will be asked to provide a current Criminal Record Check including Vulnerable Sector Screening as a condition of employment

**Applications (cover letter, resume, 3 references) will be received:**

**Office:** Human Resources Dept, (519) 797-1224, Extension 1110

**By E-Mail:** [candice.ruhl@saugeen.org](mailto:candice.ruhl@saugeen.org)

**By Mail:** HR Dept, 6 Cameron Drive, Southampton, ON N0H 2L0