



Southwest Ontario  
Aboriginal Health  
Access Centre

## FT Contract Registered Practical Nurse (RPN)

<b>Status:</b>	Full-time, 18-month contract
<b>Location:</b>	Chippewa of the Thames, Muncey, ON
<b>Hours:</b>	35 hours/week
<b>Wage:</b>	\$46,240 to \$57,120 per year
<b>Paid Time Off:</b>	Vacation, sick days, spiritual/cultural leave, birthday!
<b>Pension:</b>	HOOPP (defined benefit plan) - optional
<b>Posting Date:</b>	September 10, 2024
<b>Deadline:</b>	Open until filled

**Southwest Ontario Aboriginal Health Access Centre (SOAHAC)** is a diverse, dynamic, multiservice Indigenous health and wellness agency. We strive to provide quality, wholistic health services by sharing and promoting traditional and western health practices to enable people to live in a more balanced state of well-being. SOAHAC provides services to Indigenous people including those who live on and off reserve, status, non-status, Inuit, and Metis within the Southwest, Waterloo-Wellington and Erie St Clair regions. SOAHAC has a mandate of ensuring that health services are accessible, of high quality, and are culturally appropriate. It is SOAHAC's objective to build health care capacity within Indigenous communities. Currently, we are seeking the services of a **Registered Practical Nurse (RPN)** to join our interdisciplinary staff team, working at our **Chippewa of the Thames site**.

Reporting to the Integrated Care Manager in Chippewa, the **RPN** will facilitate the development, implementation, and adaptation of a care plan, deliver direct care, and provide case management to assist clients to manage their own care and navigate through the various services available within the community and hospital settings. The **RPN** will work in partnership with the client and family to establish goals that are safe, realistic, and reasonable by assessing, planning, coordinating, organizing, implementing, evaluating, and supporting transitions with other services for the client in collaboration with the primary care provider, and other integrated team members. This position may be expected to travel regularly within surrounding First Nations communities and/or London-Middlesex area as required. In addition, they may be required to support other SOAHAC sites in order to meet SOAHAC's operational needs.

### Requirements

- A Registered Practical Nurse (RPN) in good standing with the College of Nurses of Ontario
- A minimum of three (3) years of experience preferably in community or primary care
- Experience working with Indigenous people in community-based settings is an asset
- Demonstrated ability to provide client-focused, trauma informed and culturally safe care
- Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning) and provide nursing care through evidence-based guidelines
- Demonstrated ability to manage time and resources effectively
- Sound knowledge of community health practice, chronic disease management, geriatric and palliative nursing practice within a client- and caregiver-centered care approach
- Effective leadership capabilities and strong ethical standards and a commitment to professional development and life-long learning

- Effective working independently and in a team environment
- Excellent skills in case management and working with/coordinating interdisciplinary care teams
- Demonstrated ability to communicate effectively with clients, families, public, community partners, primary care team members and other professionals and agencies using verbal, written and computer communication means
- Demonstrated critical thinking skills within scope of practice including clinical judgment and problem-solving skills
- Knowledge of transitions through continuums of care
- Knowledge of other health care professions and their role in client care.
- Valid Ontario Driver's "G" license; personal auto insurance and access to a reliable vehicle
- Willingness to participate in Indigenous Cultural Safety Training, teachings and ceremonies
- Clean and current police check as a condition of employment
- Up to date immunizations and records

### **Responsibilities**

- Provide direct nursing care and health education to clients and families
- Recognize the importance of Indigenous cultural identity as part of a healthy, balanced lifestyle for individuals within a community
- Maintain accurate client health records and fulfill reporting requirements
- Provide telephone triage and advice to clients to assist them in making timely medical decisions
- Deliver health promotion, prevention and education programs from start to finish and often independently
- Conduct comprehensive assessments and plans of care for assigned clients and their families that are developed collaboratively based on their unique needs. Plans of care will include both short term and long-term care requirements that address physical, mental, social, spiritual and emotional needs
- Explore, understand and develop a strong network of social care supports including optimizing the client's informal supports
- Advocate for services that promote, and protect the health and well being of individuals, families, groups and community
- Support clients and their families to develop self-care strategies, anticipate and address health issues, as well as optimize their health through effective health promotion strategies. This may include developing individual and/or group-based programs
- Work in partnership with other programs and organizations to develop health promotion, chronic disease management, palliative care and mental health support strategies
- Advocate for and uses culturally relevant and appropriate approaches when building relationships and providing nursing services
- Understand and respects cultural principles and protocols and applies this understanding in work situations
- Use evidence and research to influence health policies, programs and practices and synthesizes nursing and health knowledge from a broad range of theories, models and frameworks to address the health status of populations, inequities in health, determinants of health, strategies for health promotion, disease and injury prevention, health protection, case management, as well as the factors that influence the delivery and use of nursing and health services
- Involve individuals, families, groups, and communities as active partners to take action to address health inequities and foster a self management care approach for chronic conditions
- Build capacity, improves performance and enhances the quality of the working environment by sharing knowledge, expertise, and experience with colleagues, students

- A significant part of the RN role includes addressing issues related to social determinants of health that may act as barriers to wellness. This means assisting the family link and successfully engage with community and governmental supports to address issues such as social supports, housing, income and safety

***This job may require additional responsibilities and duties as assigned by Southwest Ontario Aboriginal Health Access Centre.***

*SOAHAC values diversity and is an equal opportunity employer; however, hiring preference will be given to qualified Indigenous applicants (please self-identify). SOAHAC is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.*

**If you are interested in applying for this position, please forward your cover letter and resume to:**

Email: [careers@soahac.on.ca](mailto:careers@soahac.on.ca)

Subject Line: **FT Contract RPN, Chippewa**

Or Attention: **Human Resources  
Southwest Ontario Aboriginal Health Access Centre  
493 Dundas Street  
London, ON N6B 1W4**

*Please visit Southwest Ontario Aboriginal Health Access Centre online at: [www.soahac.on.ca](http://www.soahac.on.ca) or like us on [www.facebook.com/soahac](https://www.facebook.com/soahac) to learn more about us!*

*We thank all those for applying but only those selected for an interview will be contacted.*