

**POSITION:** ONA  
Registered Nurse – One (1) PT

**DEPARTMENT/CAMPUS:**  
E. Peritoneal Home Dialysis - Etobicoke General Hospital

**POSTING NUMBER:** OSLER12678

**HOURS:** Currently Days/Evenings, 8 hours, including on call, weekends and statutory holidays. Standby and on call after hours as required including telephone advice. (Subject to change in accordance with operational requirements)

**POSITION SUMMARY:**

The Registered Nurse (RN) is a regulated health care professional who is accountable and responsible for providing quality patient focused nursing care to patients in the Home Dialysis Department. As part of the inter-professional health care team, the RN will practice according to the nursing practice expectations set by William Osler Health System, the regulatory practice standards of the College of Nurses and the legislative requirements set by the Regulated Health Professions Act (RHPA).

**CORE COMPETENCIES:**

- Current registration, and in good standing, with the College of Nurses of Ontario
- Sound knowledge of nursing process, theory, and responsibilities to the nursing profession
- BCLS required
- Demonstrated excellent interpersonal, communication, problem-solving, conflict-resolution and decision-making skills required
- Demonstrated ability to work collaboratively as a member of an inter-professional team
- Demonstrated knowledge of patient and family-centred care
- Demonstrated experience with planning and implementing a robust patient and family education plan required
- Demonstrated leadership and facilitation skills required
- Demonstrated excellent customer service, organizational and critical-thinking skills required
- Demonstrated commitment to continuous learning and professional development as it applies to the profession and related field
- Demonstrated ability to work in a stressful and fast-paced environment
- Exemplary clinical practice within an inter-professional team to develop appropriate strategies for patient care and an evaluation of patient outcomes and teaching effectiveness
- Ability to prioritize patient care needs and make autonomous decisions
- Excellent physical assessment skills required
- Ability to promote a healthy work environment and practice excellent Client Safety guidelines
- Knowledge and understanding of the Occupational Health and Safety Act
- Must demonstrate Osler Values of Respect, Excellence, Accountability, Diversity, Innovation
- May be required to travel and work between all Osler campuses
- Excellent attendance, punctuality and work record
- Knowledge and understanding of information systems and technology
- Member of Canadian Association of Nephrology Nurses and Technologists (CANNT) preferred
- Knowledge of Nephrology Nursing Standards and Practice Recommendations preferred
- Certification under the Vascular Access Education Program by the ORN required.

**THE HOME DIALYSIS RN IS RESPONSIBLE FOR:**

- Safe nursing practice in all aspects of the nursing process: Assessment, planning, implementation and evaluation of patient care
- Compliance with policies and procedures associated with observations
- Professional, patient-centred care to ensure patient safety and physiological and psychological well-being, associated with creating a therapeutic relationship and environment

- Providing care in a compassionate and caring manner within a diverse cultural environment.
- Practicing according to the infection control and prevention measures.
- Responding to emergency situations by recognizing changes in patient's health status and consulting appropriately when necessary using Transfer of Accountability principles
- Providing health teaching to patients and families including thorough discharge instructions to ensure the continuity of care in the community
- Documenting and updating data in Nephrocare and any required data for the Ontario Renal Network
- Following guidelines developed by ORN
- Providing individual and group teaching to patients and families
- Support patients scheduling needs when teaching maximizing learning effectiveness
- Providing home visits, supporting patients training needs
- Supporting the Multi-Care Kidney Clinic as required
- Providing training to patients and their families for Peritoneal Dialysis and Home Hemodialysis
- Providing Modality teaching to Multi-Care Kidney Clinic and Dialysis patients

**QUALIFICATIONS:**

- Completion of a Post Diploma Nephrology Program required
- Canadian Nephrology Certificate (CNeph(c)) or enrolled and successfully completed within 18 months of hire preferred
- Completed a course in the Principles of Adult Learning or demonstrated ability to apply the principles of adult education and demonstrated teaching skills required
- Minimum 3 - 5 years recent experience in hemodialysis required
- Previous experience Peritoneal Dialysis preferred
- Demonstrated theoretical knowledge in Nephrology, hemodialysis and peritoneal dialysis required
- Prior to an interview an 80% score on a Nephrology pre-interview quiz must be obtained
- Knowledge in Nephrocare preferred
- Familiarity with Ontario Renal Network (ORN) guidelines preferred

**INTERNAL APPLICATION DEADLINE:** Monday, January 18, 2021

**POSTED:** Monday, January 11, 2021

**\* In order to be considered for this position, you must include a current resume with your on-line application.**

**\*\* Only those applicants selected for interviews will be contacted \*\***

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