



Posting #: 2021-876144

ONA

Position: Registered Nurse

Department: Nephrology - Independent Dialysis

Status: Permanent Full-time

Hours: Monday to Sunday - Days and Evenings - 8 hour shifts (hours subject to change based on operational needs)

Site: Oakville. May be required to work at other HH sites based on operational needs.

Halton Healthcare takes great pride in providing quality, compassionate healthcare services to our rapidly growing communities. As a progressive and vibrant healthcare organization, we are committed to being an innovative centre of excellence in community hospital care in the Halton and Peel Regions. We are a distinctive centre of healthcare excellence that offers first-rate care in an innovative environment that supports the physical, mental, emotional and spiritual needs of the community.

This is what you'll be doing:

The Independent Dialysis Nurse will work in both the hospital and the community to support home dialysis patients. They will be able to autonomously assess and educate patients on home therapies, ensuring that they have the necessary knowledge and skills to perform dialysis independently within their home. They will provide support to patients in the clinic setting as well as during home visits. The nurse will also participate in on-call for the program. This individual will closely liaise with a multidisciplinary team.

The Nurse working in the Independent Dialysis (home based dialysis) unit will take a comprehensive approach to providing care for renal patients who are able to dialyze at home independently, either through Peritoneal Dialysis or Home Hemodialysis. The role will include assessment of patients being referred, provision of education on modality options, training and ongoing follow up care and support. This nurse will participate in rotational on-call per the unit specifications and need.

- Provides assessment, education, training and decision support for patients/family as it relates to independent dialysis
- Coordinates/facilitates appointments of patients including home visits throughout the community
- Engages the interdisciplinary team in a collaborative approach to professional practice issues and acts in the role of Liaison between all members who participate in the care of the patient and their family
- Applies relevant research to clinical practice using critical thinking and decision making; utilizes research/evidence based information to recommend nursing interventions

- Develop tracking tools, data collection and data reporting framework including metrics required by the Ontario Renal Network (ORN)
- Participates in and supports CQI initiatives related to nephrology access
- Develop and implement clinical protocols, care paths, algorithms and patient education materials
- Provides a framework /smooth transition for patients who are involved in transitioning to home-based therapies

This is what you'll need to do it:

Halton Healthcare endeavors to hire individuals who are competent in their chosen profession and who exemplify our mission, vision and values of accountability, respect and compassion which guide our individual behaviours and attitudes.

- Current registration in good standing with the College of Nurses of Ontario required
- CNeph Certification (Canadian Nurses Association Certification)
- Current BCLS certification required at time of hire.
- Five years Nephrology experience; must have knowledge of all components of independent dialysis; Home hemodialysis, peritoneal dialysis, as well as patient education experience
- Proficiency in using Microsoft office including Word, Outlook, Power Point and basic Excel
- Experience in developing/implementing patient algorithms, care paths
- Experience in developing and participating within Continuous Quality Indicator programs
- Knowledge of the principles of adult education and experience in implementing them within a care plan for patients
- Demonstrates competency in chosen profession; consistently demonstrates knowledge and expertise in professional practice and hospital-based standards
- Demonstrates being patient and consumer focused; makes a commitment to meet or exceed the needs of all internal and external customers
- Strong communication and interpersonal skills; listens for clarity and meaning, and to speak in an honest and straightforward manner to ensure mutual understanding in a conversation
- Demonstrates fiscal responsibility
- Must have access to a vehicle for the purpose of transportation throughout the community
- Valid Ontario drivers license required
- Must be physically able to perform the essential duties of the position
- Satisfactory employment and attendance record

The ideal candidate is strong in patient centered care in a dynamic, rapidly changing environment and should be ready to drive change and innovation. We require a person with good communication skills with a clear patient focus with the ability to manage execution and to foster teamwork and cooperation.

Salary: \$33.90 to \$48.53 per hour

Position will remain posted until filled

If you are passionate about what you do, motivated by a job well done, and as committed to excellence, quality and patient satisfaction as we are, we'd like to hear from you. Please submit your application via our website at www.haltonhealthcare.com directly to this posting and include a current copy of your resume.

We thank all those who apply but only those individuals selected for further consideration will be contacted.

In accordance with the *Accessibility for Ontarians with Disabilities Act* and the *Ontario Human Rights Code*, Halton Healthcare will provide accommodations throughout the recruitment and selection process. *If you require an accommodation, we will work with you to meet your accommodation needs to ensure your equal participation.*

All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.

Halton Healthcare is a smoke free facility in and around all three sites. Smoking is not permitted on hospital properties. We thank everyone who works at or visits our hospitals for respecting this healthy initiative. We are also a scent-free environment for all employees and visitors to accommodate individuals' health concerns arising from exposure to scented products. We ask for everyone's cooperation in our efforts to accommodate health concerns.