



**You became a Registered Nurse because...**

*You want to make an impact.*

*You believe in the power of compassionate care.*

*You need to channel your intelligence towards helping others.*

*You are passionate about teamwork.*

*You have strength beyond measure.*

**This is your chance.**

William Osler Health System invites you to answer the call to make a difference. Your community needs your skills, your compassion, and your energy.

With a focus on collaboration, access to leaders in their field as mentors, paid professional development opportunities, and a flexible, supportive environment, Osler is the place for healthcare professionals to achieve their career goals and find deep personal and professional fulfillment.

A hospital built for and by the community, we continue to expand our services and unit sizes to meet the needs of a growing population, creating opportunities for increased hands-on skills development, cross-department training, and promotion. With a leadership team led by our CEO, an ER physician who has been on the front-lines, driving our vision of patient-inspired health care without boundaries, everyone here is appreciated for their contribution in bringing our values to life, fostering innovation in assessments and treatments, and supporting the well-being of their patients and each other.

**Who we are**

Osler is committed to providing safe, equitable, high-quality care in an environment that inspires our staff to learn, innovate and grow. We believe that, together, we can create a stronger, more unified health care system for people across our region.

One of Canada's Best Diversity Employers for the ninth year in a row in 2021 for its exceptional workplace diversity and inclusiveness programs and one of Greater Toronto's Top Employers for the eighth time in 2019, Osler provides a leading healthcare network to grow your career. A multi-site hospital system that serves 1.3 million residents of Brampton, Etobicoke, and surrounding communities, we offer employees incredible exposure and challenging hands-on opportunities to stay at the top of your game. Our patient-centric focus is demonstrated across our locations, all uniquely designed to support both the practical aspects of access to compassionate, cutting-edge health care, as well as the way patients and visitors feel.

**POSITION:** ONA

Registered Nurse – One (1) Full Time

**DEPARTMENT/CAMPUS:**

N. Peritoneal Dialysis Day – Brampton Civic Hospital

**POSTING NUMBER:** OSLER16438

**HOURS:** Currently Days/Evenings, 8 hour shifts, including on call, weekends and statutory holidays (Subject to change in accordance with operational requirements).

**HOW YOU WILL MAKE AN IMPACT:**

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

#### **YOU HAVE:**

- 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 1 – 2 years recent experience in Nephrology (within the last 5 years)
- Recent 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
- Required to travel to multiple hospital sites

**Your community thanks you for considering this role.**

Joining Osler now is a chance to immerse yourself in a culturally diverse, collaborative, and innovative environment. You will play a key role building out a healthcare program that addresses the needs of people from all over the world and all levels of income, experiencing minor and life threatening injuries and diseases. As a major hospital system, we are home to some of the biggest specialty and emergency departments in the country and you will broaden your expertise, increase your knowledge and your own adaptability, and gain endless opportunities for growth.

**Come live our values - Respect, Excellence, Innovation, Service, Compassion and Collaboration - with us.**

Osler values inclusivity and diversity in the workplace. We welcome and encourage applicants from diverse backgrounds. We are committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act. (AODA). If you require an accommodation at any stage of the recruitment process, please notify Human Resources at [human.resources@williamoslerhs.ca](mailto:human.resources@williamoslerhs.ca).

While we thank all applicants, only those selected for an interview will be contacted. Any information obtained during the course of recruitment will be used for employment recruitment purposes only, and not for any other purpose.

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