

ONA

LAKERIDGE HEALTH

VASCULAR ACCESS NURSE
REGIONAL NEPHROLOGY PROGRAM
HEMODIALYSIS
TEMPORARY FULL TIME
DAYS/ EVENINGS/ WEEKEND SCHEDULE 8/12 HOUR SHIFTS; (SUBJECT TO
CHANGE)
LAKERIDGE HEALTH OSHAWA
SALARY- \$33.90- \$48.53 per hour

ONA- 2100002890

This position is partially funded through the ORN and plays a critical role in ensuring the patients will have timely access to vascular and peritoneal services through a provincial network designed to share and standardize best practices. This role reports to the Manager of In-Center Hemodialysis at Lakeridge Health.

DUTIES AND RESPONSIBILITIES:

- *Acting as a resource to the clinical members of the Renal Program
- *Provides high quality, effective, efficient and safe patient vascular patient services; this includes coordinating placement of dialysis access with surgery and interventional radiology
- *Demonstrates knowledge of vascular anatomy, ultrasound guided cannulation skills and ability to assess body access for complications
- *Assists with the planning of Arteriovenous Fistula (AVF); including, mapping, vascular access clinic days and coordination in scheduling for surgical intervention
- *Ensures each patient has been assessed for the most appropriate dialysis access; including peritoneal dialysis access
- *Implementing internal linkages and coordinating services in response to the needs of the program
- *Demonstrates an empathetic resourceful and direct approach to successfully assist patients through their renal journey
- *Provides leadership in the development, implementation and evaluation of vascular access related educational programs / projects / initiatives for internal and external stakeholders seeking further knowledge
- *Coordinates the delivery of Evidenced Based Practice mentorship / training programs for new employees
- *Collaborates the development of policy and procedures which comply with the standards of nursing practice and specialty guidelines
- *Collaborates in the development of educational tools for the program

- *Participates in research projects, data / statistics collection and reporting to appropriate stakeholders
- *Assists in the evaluation of new products, equipment or procedures to improve quality of patient care
- *Demonstrates excellence in communication and documentation skills
- *Willingness and ability to work regular and extended hours; including, weekends to meet patient needs

QUALIFICATIONS:

- *Registration with the College of Nurses of Ontario (in good standing);
- *BScN, preferred;
- *Current B.C.L.S. required;
- *Minimum 3 years recent Hemodialysis experience required and evidence of recent related continued education;
- *Nephrology Certificate preferred or evidence of progression towards completion;
- *Demonstrated self-motivation regarding continuing education in areas of patient assessment, patient education, leadership and related clinical specialties; (Experience in all aspects of body access - AVF / Graft / Peritoneal Dialysis Catheter;
- *Demonstrates Adult Learning Principles: teaching, knowledge of learning, assessing readiness to learn;
- *Demonstrates Leadership skills in program planning and development;
- *Demonstrates excellent interpersonal and communication skills with the ability to work with an interdisciplinary team;
- *Demonstrates Patient Centered Care;
- *Proficient computer skills;
- *Ability to be flexible and effectively work in a busy environment with changes priorities and deadlines;
- *Able to function autonomously and as a team member;
- *Required to travel, to travel between and to work at all hospital campuses;
- *The ability to physically lift, turn and transfer patients manually and with the assistance of mechanical aids;
- *Must have satisfactory performance record;
- *Demonstrated commitment to our core values of Inclusion, Compassion, Innovation, Teamwork and Joy;
- *Demonstrated understanding of and commitment to Lakeridge Health's comprehensive safety programs and practices including staff, patient and environmental safety and participation in regular in-services in this area
- *Proven excellent attendance record with capability of maintaining this same standard

CONDITIONS OF EMPLOYMENT:

The terms and conditions of employment are in accordance with the Collective Agreement between the Hospital and the Ontario Nurses Association (RN Bargaining Unit Local 051).

Accommodation will be provided in all parts of the recruitment and assessment process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Applicants need to make their needs known in advance.

At Lakeridge Health we value inclusion and diversity. We are committed to fostering a culture that is respectful, inclusive and accessible and to employing a workforce that is representative of the diverse community we provide services to. As an equal opportunity employer we welcome applications from all qualified applicants.

Lakeridge Health is committed to providing a safe and healthy work environment and to preventing the transmission of COVID 19 infections among Lakeridge Health team members and our patients. Lakeridge Health team members involved in direct patient care should consider it their responsibility to provide the highest standard of care, which includes receiving the COVID-19 Vaccine. New Lakeridge Health team members will be required to provide proof of vaccination during their Post-offer/Pre-employment Health Assessment, subject to the Human Rights code. In the event of a COVID-19 outbreak, work restrictions may be implemented for unimmunized team members.

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