

REGISTERED NURSE MULTI CARE KIDNEY CLINIC (JOB ID: 3480)

The RN works within a changing environment and in inter-professional teams to advocate for and promote wellness while ensuring the delivery of safe, effective and ethical nursing care. The RN shares his/her knowledge and expertise with others and contributes to the advancement of nursing practice excellence. The RN continually enhances his/her practice and competencies through ongoing learning, education, experience and reflective practice.

The Multi Care Kidney Clinic focuses on holistic patient care. This is an exciting opportunity for a Registered Nurse to be part of a multidisciplinary team offering care / education to patients with chronic kidney disease. Practicing autonomously, the nurse will navigate the patient and family through the pre-dialysis journey which includes, but is not limited to, presenting education on all available Modalities. The Nurse will also provide Peritoneal Dialysis (PD) Access Coordination for those patients preferring PD as their Renal Replacement Therapy of choice.

RESPONSIBILITIES:

The primary role of the RN is to provide holistic, evidence-based, culturally appropriate, patient-centred quality care in accordance with the College of Nurses of Ontario standards and Unity's mission, vision, values and policies. The RN optimizes the patient's experience and care outcomes by:

- Being accountable for ones decisions and professional practice;
- Establishing a therapeutic relationship with the patient;
- Collaborating with other members of the patient's care team; and,
- Coordinating and communicating patient care activities.

The RN has 4 key areas of responsibility:

Patient Care:

- Acquires information to assess patient care and learning needs
- Develops a plan of care and integrates nursing activities with other inter-professional activities
- Engages in critical inquiry and reflection to select evidence-based interventions
- Organizes nursing care and assigns or changes nursing care activities where appropriate
- Evaluates the effectiveness of the plan of care and adjusts the plan as needed
- Anticipates, recognizes and addresses rapidly changing situations
- Provides health education to patients and their families using effective teaching strategies
- Documents observations, assessments and care provision
- Contributes to discharge and transition planning
- Refers patient to other agencies or services as needed

Collaboration & Coordination:

- Serves as the primary resource for organizing and coordinating patient care activities
- Establishes and maintains respectful, collaborative, therapeutic and inter-professional relationships
- Coordinates and communicates patient care activities for a safe and seamless transition and appropriate transfer of accountability
- Participates in hospital committees and other groups

Leadership:

- Aligns behavior with SMH's vision, mission and values and Code of Conduct
- Supports the advancement of professional practice
- Utilizes effective judgment in assigning patient care activities
- Engages in self-reflection, performance review and ongoing learning
- Participates in mentoring, teaching and /or coaching students, co-workers and other regulated and unregulated health professionals
- Embraces change that leads to improved nursing practice and better patient outcomes
- Advocates for a safe and healthy work environment

Research:

- Participates in or supports research projects
- Supports and participates in evidence based practice implementation and quality improvement initiatives

QUALIFICATIONS:

- Must have Current General Class (Practicing) Registration with the College of Nurses of Ontario
- BLS Certification required
- Excellent interpersonal, communication and organizational skills required
- Proven planning, time management, organization and coordination skills
- Bachelor of Science in Nursing preferred
- Nephrology certification or evidence of working towards
- 3 -5 years of Nephrology experience required including strong knowledge in each of the renal replacement therapies.
- Current experience with ESRD patient population, Diabetes and it's complications
- Demonstrated ability to problem solve and work independently and collaboratively in a fast paced, multidisciplinary, setting required
- Demonstrated competence in physical assessment skills
- Demonstrated knowledge and successful application of adult learning principles required
- Demonstrated continuous professional learning required

As a condition of employment, all external hires will be required to submit proof of COVID-19 vaccination or documentation unless a valid accommodation under the Ontario Human Rights Code exists. Please note, if you are extended an offer of employment, you will be required to provide proof of vaccination in Ontario QR Code format. All internal candidates must be in compliance with Unity Health Toronto's COVID-19 Vaccination Policy.

Interested candidates are required to apply to the job vacancy on UnityHealth Website:

<https://recruiting.unityhealth.to/ltmprod/xmlhttp/shorturl.do?key=1PG>