

Registered Nurse Home Dialysis (Job ID: 4879)

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.

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 SMH's mission, vision, values and policies. The RN optimizes the patient's experience and care outcomes by:

- Being accountable for one's 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

The SMH Home Dialysis Program promotes self-management of the independent dialysis patient who have chosen a home modality as their preferred renal replacement therapy. The goal of this program is to support the patient in the home environment by providing a multidisciplinary care approach. The Registered Nurse on this team has a unique opportunity to practice autonomously in a dynamic professional environment while facilitating and coordinating the patient's health care journey.

The SMH Home Dialysis Program consists of Home Peritoneal Dialysis and Home Hemodialysis.

QUALIFICATIONS:

- Must hold Current General Class (Practicing) Registration with the College of Nurses of Ontario.
- Must have current BLS registration.
- Minimum 1 years current hemodialysis experience and/or peritoneal dialysis experience preferred. Extensive Home Dialysis training will be provided.
- Previous Home dialysis experience would be an asset.
- Nephrology Certification or evidence of working towards preferred.
- Current experience with patient population (ESRD, Diabetes and its complications) would be an asset.
- Demonstrated knowledge and successful application of adult learning principles required.
- Excellent communication and interpersonal skills in order to effectively communicate with a diverse patient population
- Ability to work collaboratively with other professions/disciplines in a team environment
- Proven planning, time management, organization and coordination skills.
- Demonstrated ability to problem solve and work independently and collaboratively in a fast-paced multidisciplinary setting required.
- Demonstrated continuous professional development required.
- Excellent attendance record required.
- Must be able and willing to assume on-call responsibilities.

HOURS: Predominantly Day shift Monday - Friday 8:00am - 4:00pm. However, must be willing and able to work evenings, weekends and stat holidays as 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.*