Dilico Anishinabek Family Care	JOB DESCRIPTION		
	Position Title: **Program**: **Service**: **Accountable to**:	**HOME HEALTH NURSE** Health Home and Community Care Home and Community Care Service Manager	
Issued By: **Date Issued**:	March 2014	**Date Revised**: **Classification**:	

PURPOSE AND SUMMARY:

Under the direction of the Home and Community Care Service Manager, the Home Health Nurse provides comprehensive nursing care in the community setting that assists clients to achieve optimum health and quality of life in situations of chronic disease, acute illness, injury or through the process of dying.

The Home Health Nurse is responsible for the provision and management of cost effective nursing care to individuals and/or families in the community.

The Home Health Nurse is a member of the Home and Community Care program and works in adherence with the Policies and Procedures set forth and working in accordance with established standards of nursing practice of Dilico Anishinabek Family Care and the provincial regulatory body (College of Nurses of Ontario) and Regulated Health Professionals Act (RHPA).

DUTIES AND RESPONSIBILITIES:

1. **Service Responsibilities**

   Under the direction of the Home and Community Care Service Manager the Home Health Nurse provides skilled nursing services in accordance with the orders of a physician and under a plan of care. Duties are as follows but not limited to:

   a. Monitoring of vital signs during home care; blood pressure, heart rate, temperature and oximeter statistics
   b. Monitoring of blood glucose levels, and providing teaching and support for client and family

c. Preparation and/or administration of medications including Pre-Pour Medications, Pre-Load Syringes as required;
d. Medication monitoring and support for clients with acute or chronic health conditions;
e. Observing skin colour, texture and general condition to find infection early in clients
f. Wound assessment and dressing changes
g. Monitor and care of catheters and ostomy
h. Skilled in I.V. Therapy and P.I.C.C. Lines
i. Provide Advanced Foot Care
j. Ability to monitor chemo toxicity and knowledge of chemo medications
k. Monitor pain control
l. Cardiac Assessments
m. Supervision/health teaching and support for family and caregivers on regular basis;
n. Ability to assess mental status
o. Report concerns and/or changes in clients health to care manager and/or service manager or other health care professional
p. Familiar with OTN (Ontario Telemedicine Network) equipment and ability to provide nursing assessments to clients in district communities.

2. Organizational Responsibilities

As a representative of Dilico, the Employee is responsible for:

a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
b. acting in accordance with relevant legislation and Agency Policies, Standards and Procedures;
c. proposing changes within Dilico that would improve the quality of service to Anishinabek children, families and communities;
d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;
e. understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries;
f. applying Anishinabek culture, values, traditions and teachings into programming where possible;
g. ensuring accuracy, confidentiality and safekeeping of agency records;

h. participating constructively in the supervision process with the immediate Manager.

QUALIFICATIONS:

1. **Education**:

A four-year BScN is required.
Advanced Foot Care Certification required
Additional degrees/certificates may be preferred or required

2. **Work Experience**:

a. Minimum three (3) years' experience community based nursing practice
b. demonstrated sound clinical nursing knowledge and experience in providing direct client care

3. **Skills/Abilities**:

a. proven ability to apply advanced clinical nursing skills in a home care setting;
b. proven ability to problem solve and to adapt nursing interventions as appropriate
c. Demonstrated ability to develop and facilitate health teaching;
d. Implements nursing strategies or interventions according to the established care plan;
e. Describes, evaluates and documents client's/family's/caregivers responses to care plans utilizing established procedures;
f. Utilizes appropriate interviewing and communication skills to obtain information from the client/family/caregiver;
g. Describes and documents nursing processes clearly, concisely, accurately and appropriately, according to Dilico Home and Community Care standards;
h. Evaluates client's/families/caregiver's responses to care plan for achievement of realistic client-centred outcome and advises Care Manager as required;
i. Demonstrates respect for client's choices and decisions;
j. Utilizes adult learning principles and established teaching materials to provide health teaching to clients and families

k. Analyzes and incorporates current research findings into clinical practice
l. Reports and discusses clients' status on a regular basis with other members of the health care team;
m. proven understanding of and the ability to translate relevant health legislation into agency based policies and procedures;
n. demonstrated ability to effectively collaborate with First Nations/Aboriginal communities and service providers;
o. demonstrated ability to identify, develop and sustain resource networks in a rural setting;
f. excellent interpersonal, organizational, time management, decision making, problem-solving, and leadership skills;
g. excellent written and verbal communication skills, including proficiency in computer applications, especially Microsoft Office; knowledge of OTN (Ontario Telemedicine Network) an asset;
h. ability to maintain confidentiality;
i. ability to follow direction and work within the policies, procedures and the vision, mission and core values of Dilico Anishinabek Family Care;
j. good knowledge of the Anishinabek culture and issues affecting Anishinabek children, families and communities in and around the district of Thunder Bay;
k. ability to understand and/or speak an Anishinabek language.

CONDITIONS OF EMPLOYMENT:

a. must be willing and able to work flexible hours;
b. must be certified in CPR and Standard First Aid;
c. must provide evidence of registration with the appropriate regulatory bodies(College of Nurses and Registered Nurses Association of Ontario);
d. he/she must have a valid Ontario Driver's License and have access to a personal vehicle;
e. a criminal records/vulnerable sector check is required upon hiring.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.