

We can't grow without you!

### **\$5,000.00 Retention Incentive Bonus**

Partners In Community Nursing (**PICN**) is looking for an experienced and passionate Nurse Specialized in Wound, Ostomy and Continence (**NSWOC**) to join our amazing team!

Our visiting and shift nurses are committed to quality nursing care with a Client-Centered approach while working in homes within the Durham Region.

PICN is looking for a self-starter to become part of our diverse, collaborative care team providing services to our growing list of adult and pediatric clients within Durham Region.

The NSWOC Nurse will practice in accordance with legislation and the standards as determined by the C.N.O and NSWOC standard of practice and the practice setting. The NSWOC Nurse will have the knowledge to assess, select, implement and evaluate a wide range of nursing interventions to ensure consistent safe, competent and ethical care. Client groups receiving care may include Paediatrics and/or Adults with medical/health concerns. Care will take place within the community within a residential or institutional setting with referrals generated by a variety of sources including government agencies, employers, insurance companies or private payees.

### **We value our staff with:**

- \$5000.00 Retention Incentive Bonus
- Ongoing education reimbursement
- Mileage reimbursement
- Flexible working hours to respect work/life balance
- Extensive paid orientation, training and development
- Fun company events
- Perk savings program
- Full-time permanent staff participate in total rewards program which includes Employee Assistance Program, Maple Telehealth Care, Paid Benefits, and matching RSP contributions

### **Qualifications:**

- Current registration with the NSWOCC
- Knowledge of standards and guidelines of Wound, Ostomy & Continence Therapy
- Comprehensive Wound, Ostomy & Continence patient health assessment skills
- Registration / licensing with provincial regulatory college in good standing
- Completion of the Nurses Specialized in Wounds, Ostomy & Continence (NSWOC) program (previously known as the Canadian Enterostomal Therapy (E.T.) Nursing program)
- Thorough knowledge of wound care products and indications for use
- Completion of IIWCC course preferred
- CNA certification preferred - WOCC (C)
- Preferably has a minimum of 2 years experience as a practicing Registered Nurse, ideally in a community setting

- C.N.A. certification as a Community Health Nurse is an asset
- Working knowledge of applicable legislation including Mental Health Act, Substitute Decisions Act, Healthcare Consent Act, Privacy / Personal Health Information Act and others
- Superior oral and written communication skills to effectively interact with clients and families to ensure that barriers to communication do not impact the client's ability to direct their own care process
- Effective skills in critical thinking and problem solving
- Knowledge of applicable community resources available for clients and families
- Current certification (within the past 12 months) of First Aid and CPR, completed within Canada
- Able to provide a current, clear Vulnerable Sector and Criminal Records Check

**Responsibilities:**

- Obtains informed consent prior to and throughout service provision
- Works collaboratively with a multi-disciplinary team consisting of government agencies, healthcare workers, and other community resources
- Meets with Surgeons and Pre-op teams
- Provides safe, competent, compassionate and ethical nursing care to ensure the personal safety of clients
- Participates in HCCSS wound care, IPT and off-loading meetings
- Uses appropriate assessment tools and techniques in consultation with clients and the health care team to assess clients regarding physical, emotional, spiritual, cultural, cognitive, developmental, environmental and social needs
- Engages client using a collaborative approach, building rapport and trust, achieving a mutual understanding and agreement to identify actual and potential client health care needs, strengths, capacities and goals
- Establishes and maintains appropriate professional boundaries with clients and the health care team including the distinction between social interaction and therapeutic relationships
- Participates in necessary care conferences with Health Care team
- Maintains the knowledge, skills and attitudes to provide safe, efficient, effective care in all areas of practice by keeping abreast of changes in practice setting that affect scope of practice
- Maintains professional client records related to client encounters and plans in compliance with Partners In Community Nursing policies and the standards applied by the regulatory body or Nursing college.
- Meet with industry representatives to obtain up to date knowledge on medical supplies and equipment and share within PICN.
- Maintain a wound care program that will include ongoing mentorship and education of RN's and RPN's within PICN
- Develop quality and performance tools as it relates to wound, ostomy and continence care
- Mentor, preceptor and respond to nurses' concerns and questions
- Shows respect for cultural needs, dignity, privacy and confidentiality of clients
- Discharges client when goals have been achieved

- Supports and collaborates with PICN's Director of Nursing Services
- Other duties as assigned

#### Competencies

Incorporates federal and provincial laws and regulations as well as national and provincial standards to provide high quality, safe and ethical care to clients/patients i.e., Regulated Health Professionals Act. Assumes professional responsibility, thinks critically, demonstrates practical knowledge, engages in professional development, manages own practice and advocates within system on clients/patients' behalf.

Partners in Community Nursing

Email resumes to [HR@picn.ca](mailto:HR@picn.ca)

Salary between 80 – 100K