



Canadian Mental
Health Association
Sudbury/Manitoulin
Mental health for all

Association canadienne
pour la santé mentale
Sudbury/Manitoulin
La santé mentale pour tous

**REGISTERED PRACTICAL NURSE,
HARM REDUCTION HOME**

INCUMBENT: 3.0 FTE

REPORTS TO: Manager of Harm Reduction Home

PROGRAM: Harm Reduction Home

APPROVED BY:

DATE APPROVED/REVISED: June 2015

HOURS: 35 hours /week

POSITION SUMMARY:

Reporting to the Manager of the Harm Reduction Home, the Registered Practical Nurse (RPN) will work within the context of a managed alcohol, client centred, harm reduction, residential program called the Harm Reduction Home (HRH). Within an interdisciplinary team, the RPN will provide medication and alcohol administration, nursing support, care plan delivery and therapeutic services to the residents of the Harm Reduction Home.

The RPN will be required to work day shifts and evenings throughout the week and weekends along with on-call duties as required.

ESSENTIAL JOB RESPONSIBILITIES:

1. Resident Care

- Dispensing Alcohol & Medication as ordered
- Health teaching surrounding side effects and how to manage the symptoms that interfere with quality of life.
- Transcription of orders and maintenance of medication records.
- Collection of weekly assessments (vital signs and weights); equipment checks as assigned.
- Monitoring compliance to the care plans
- Assist clients with personal hygiene when necessary.
- Demonstrate harm reduction and recovery oriented practice (ROP) philosophy and practices within daily work and interactions
- Intervene to crisis as necessary and work to intervene before a crisis escalates and provide appropriate follow-up.
- Participates in the safety of the program participants at all times.
- Communicate with the Registered Nurse when acute medical issues arise.
- Attends and contributes to medical/resident rounds as required

2. Works within the Policies and Procedures of the CMHA

- Works to achieve the agency and program goals
- Maintains and collects appropriate records of data, research and interactions as per agency guidelines.



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3. Professionalism

- Represents HRH program and agency in a professional manner through embracing and fostering the CMHA culture, mission, respectful communication and ethical decision making.
- Represents service/program or agency in the community and complies with service area policies.

4. Avails self of opportunities for professional development

- Orientates new staff and mentors/precepts students
- Complete and participate in HRH and CMHA training as per agency standards
- Makes changes in nursing practice based on self-appraisal, ongoing feedback and guidance, mentoring, professional development, performance appraisal and application of current best practice/evidence-based research.
- Attend enhanced learning opportunities and educational sessions when offered.
- Identifies nursing issues and actively works towards resolution.

5. Reports to supervisor and participates in supervision as directed.

- Consults with manager of HRH for communication, consultation and reporting purposes.
- Actively contributes to the improvement of the services offered and the processes through which these services are delivered.

Knowledge and Skills may include:

- Effective verbal and written communication skills
- Strong work organization and time management skills
- Strong negotiation, consultation and collaboration skills actively working towards resolution.
- Ability to work independently and as part of a team with multidisciplinary colleagues and community partners
- Flexibility & able to apply harm reduction skills to the clinical setting
- Creative problem solving skills

Education and Experience may include:

- Diploma from a recognized Practical Nursing Program
- Current certificate of registration with the College of Nurses of Ontario; meets the standards of practice
- Current liability insurance with the RNAO
- Minimum of 2 years of experience; with the last year of experience within the Harm Reduction/Mental Health/Addictions setting.
- Demonstrated competence in clinical nursing practice related to the care of adult homeless persons.



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- Certification in First Aid & CPR; Certification in NVCI an asset
- Bilingualism (French/English) is essential for 50% of positions

JOB SPECIFIC COMPETENCIES

The following competencies are required for this position:

Teamwork and Collaboration	Expresses positive expectations of others in terms of their abilities, expected contributions and responsibilities. Speaks of team members in positive terms. Is looked to by colleagues as a valuable source of information. Collaborates with others and from outside own area of expertise for ideas and opinions to help form specific decisions or plans. Promotes team collaboration and an atmosphere of interdependence.
Critical Thinking	Identifies multiple cause and effect relationships in situations involving numerous options and a large volume of information. Analyses relationships among several parts of a problem or situation. Anticipates obstacles and thinks ahead about next steps. Asks key questions to determine issues, make decisions and recommend appropriate course of action.
Integrity	Upholds clear ethical standards that are broadly respected within the agency and with outside partners. Holds self-accountable for professional behaviour. Is able to make thoughtful judgements and reasoned decisions when ethical standards are in conflict.
Coping	Able to maintain a mature problem-solving attitude while dealing with interpersonal conflict, hazardous conditions, personal rejection, hostility or time demands.
Assertiveness	Able to maturely express one's feelings and opinions in spite of disagreement: accurately communicate to others regardless of their status or position.
Interaction	Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.

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