

## Position Summary

**Position Title:** Outreach Registered Nurse

**Reports to:** Program Director

**NOC Code:** 3152

**Revision Date:** October 2015

### **Summary:**

The Outreach Registered Nurse provides primary health care services in accordance with the Standards of Practice for Registered Nurses and other clinical activities as set forth by the College of Nurses of Ontario. The position has a strong emphasis on health promotion, disease prevention, and community capacity building and works within a harm reduction framework. These duties are accomplished as part of an interdisciplinary team of professionals whose objectives are to provide primary health care and follow-up for Migrant Agricultural Workers (MAW) during clinic and through outreach to farms.

### **Key Objectives:**

1. Provide primary health care services within the scope of the RN professional standards including: physical assessment, screening, triage, health education/counselling, history taking, managing lab requisitions, referral and follow-up, and other clinical activities according to the College of Nurses of Ontario Standards of Nursing Practice. Consult with medical staff and other providers when the client's condition requires care beyond the scope of practice (RN).
2. Act as a member of an interdisciplinary team which assists with the development, analysis and implementation of policies and procedures to improve the delivery of primary health care services for MAW.
3. Ensure appropriate comprehensive treatment is provided, maintain complete and accurate charts and medical records, and participate in chart reviews and case conferences.

4. Provide clients with education related to health practices, illness prevention and navigation of the health care system to access health services.
5. Supervise learners and volunteers by providing competent leadership and orientation, and develop and schedule training and learning plans including shared client contact.
6. Coordinate workflow of medical services and provide functional guidance to the MAW Program, including volunteers and learners.
7. Complete intake and coordinate comprehensive treatment plans.
8. Coordinate the clinic and supplies, ensuring program is fully equipped, adequately supplied, meets infection control standards and that controlled substances are monitored and accounted for. Monitor and order medications, medical equipment and supplies, and equipment management systems for the MAW Program.
9. Develop and maintain document management and distribution systems to ensure the MAW Program staff, volunteers and learners are aware of and oriented to new information, equipment and procedures.
10. Engage and build new relationships with community partners and employers to address primary health care and health and safety needs of migrant workers.
11. Co-ordinate ongoing assessment of and responses to community needs, includes identifying opportunities and resources to support the MAW Program and Community.
12. Maintain and update medical directives, protocols and procedures in collaboration with the Physicians and Program Director.
13. Provide input for development of strategic plans and attend and participate in staff meetings and special projects as assigned.
14. Conduct presentations, facilitate workshops and group meetings, and participate in program planning and community initiatives.
15. Participate in, and share responsibility for, the on-call coverage offered by Quest CHC.
16. Participate in, and comply with, all health and safety processes and initiatives to ensure the organization remains a safe workplace.
17. Promote the mission, vision, values and philosophy of care developed by Quest CHC.

18. Develop and maintain strong ties to other professionals and community members.
19. Work within the full scope of practice. Meet organizational quality and quantity of work standards. Comply with applicable medical directives, policies, regulations and legislation identifying any areas of non compliance.
20. Maintain and develop professional competence through training or appropriate continuing education.

## **Qualifications:**

### Education

- Possession of an undergraduate degree in nursing from a recognized university or a combination of education and experience as sanctioned by the College of Nurses of Ontario is required.
- Current and valid registration with the College of Nurses of Ontario as a Registered Nurse (RN).

### Experience

- 3 to 5 years experience in a community setting or combined community, hospital and or public health environment.
- Additional training in an area relevant to the Centre's services eg. physical assessment or a willingness to obtain necessary training.
- Experience in program development, implementation, monitoring and evaluation.

### Skills and Abilities

- Awareness of, and sensitivity to, the health issues of the community.
- Ability to provide compassionate, respectful, non-judgmental and culturally competent care to the disenfranchised and primary populations.
- Ability to communicate effectively in English, both in writing and orally. Proficiency in other languages is an asset.
- Ability to function independently in potentially difficult situations and the ability to decide which presenting conditions are a priority.
- Ability to deal with disruptive behaviour and manage crises.
- Ability to plan and organize assigned duties.
- Ability to establish positive working relationships with a multi-disciplinary team, clients and service providers.
- Ability to problem-solve and apply sound judgment.
- Proficiency in the use of computer software/electronic medical records such as Purkinje.

Conditions of Employment

- Valid Ontario Driver’s License, access to a reliable vehicle and a Police Reference Check are required.
- Current certification or willingness to become certified in Non-Violent Crisis Intervention (NVCI).
- Maintain confidentiality in compliance with the Personal Health Information Protection Act (PHIPA), Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection and Electronic Documents Act (PIPEDA).

Working Conditions

The duties of this position are performed both inside and outside the health care centre including satellite and points of service. Work settings include community locations such as hospitals, homes, farms, shelters and drop in centres where the potential for dangerous situations to occur is higher than in an office setting.

The candidate must be able to work varying work schedules, and in multiple work locations.

<b>Employee Signature:</b> _____	<b>Date:</b> _____
<b>Supervisor Signature:</b> _____	<b>Date:</b> _____