

RPN needed for the Markham Family Health Team

The Markham Family Health Team (MFHT) serves over 27000 patients and has three sites in the Markham area. Our team consists of 19 Physicians and a wide variety of Interdisciplinary Health Professionals and Administrative Professionals. (See website for more MFHT information).

We are currently looking for a **Registered Practical Nurse – Full Time**.

Candidates must be able to work within their full scope of practice, and have three years relevant experience.

Note that candidates with previous primary care experience in office nursing / family health team nursing are preferred.

Education and Membership Requirements:

- Member in good standing with the College of Nurses of Ontario
- RPN Diploma / Certificate of Competence (RPN) from approved program(s)
- Current membership with RNAO and evidence of liability insurance

Skills and Knowledge:

- Excellent interpersonal skills re: patients and their families
- Must be team focused and flexible; works collaboratively with the multidisciplinary team
- Excellent communication skills
- Ability to multi-task, work under pressure, and meet deadlines
- Effectively uses the EMR for documentation
- Proficient computer skills
- CPR certification

Experience:

- Preference given to those with at least 3 years of Primary Care experience in office or family health team settings.
- Practical experience with EMR's preferred.

Candidates must have a valid driver's license and own vehicle.

Qualified applicants please send your resume by January 28, 2015 by email only to: david.marriott@markhamfht.com

While we appreciate your interest, only those selected for an interview will be contacted.

Markham Family Health Team – JOB DESCRIPTIONS

Position: RPN Staff Nurse - Reports to: Executive Director

(Please note that this job description is currently under review as part of our reorganization but will form the basis of the role for orientation. The majority of responsibilities we anticipate to remain the same).

Position Overview:

The role of the Registered Practical Nurse in the Markham Family Health Team requires a thorough knowledge of primary care Nursing and the ability to function effectively in a team environment with physicians, other interdisciplinary health professionals and administrative staff. The role also requires a high level of interpersonal skills to deal with patients and their families in a compassionate fashion.

The RPN will play an integral role in the care of the patients of the MFHT. They will assist the MFHT in achieving its vision, mission and values. The RPN will support patient care and the delivery of programs by focus on the identification, provision and management of resources and strategies to improve patient health.

Roles and Responsibilities:

- Provide clinical leadership
- Triage of patients based on acuity of problems in a timely fashion
- Observe, collect and record patient data in the EMR
- Procedures including immunizations, injections, dressings, splinting, assisting in minor procedures
- Coordination of diagnostic, therapeutic and management plans with the patient, family physicians and other interdisciplinary health professionals
- Participate in the development and implementation of all the FHT's general and targeted clinical programs as applicable
- Liaison with bookings and referrals to specialists, community agencies, hospitals diagnostic and therapeutic services, pharmacies etc.
- Work collaboratively with other team members to optimize patient care
- Assist patients to identify and use health resources and navigate the health care system
- Participate in team building, program development and improvement activities
- Participate in staff meetings to exchange ideas, receive mutual support and monitor program outcomes
- Participate in organizational committees as applicable (e.g. Joint Occupational Health and Safety / Infection Control Committee)
- Comply with established personnel policies, procedures, standards and guidelines for operation
- Involve patients in decisions about their own health and learning and how to self-manage care
- Initiate and support health education activities
- Telephone advice to patients and families
- Patient instruction for specific diagnostic tests and therapies
- Facilitating of doctors' advice and instructions
- Facilitating baby wellness
- Identify gaps and needed modifications in services
- Attend relevant conferences, workshops and other in-service events as approved
- Participate as a clinical team member in the development and delivery of targeted programs as listed above
- Collection of data as required for statistical/reporting purposes

Markham Family Health Team – JOB DESCRIPTIONS

Position: RPN Staff Nurse - Reports to: Executive Director

- Organizing, ordering, repairing and maintaining all medical supplies including vaccines.
- Keeping all medical information provided to patients current and unbiased
- Handle the unexpected in a timely manner
- Multitask, multitask, multitask but keep smiling!

Qualifications and Requirements:

- RPN / LPN diploma / recognized course
- Current College membership and membership with RPNAO / RNAO and evidence of liability insurance
- CPR certification
- Valid driver's license

Skills and Knowledge

- Good knowledge base re: physiology of the Human Anatomy, etc.
- Able to utilize the EMR for messaging and documentation, etc.
- Excellent interpersonal skills re: relating to patients and their families
- Interpretation of lab values and appropriate action to be taken in a timely manner
- Work collaboratively with the multi-disciplinary team
- Co-ordinate patient care with other community agencies
- Proficient computer skills

The nurse will maintain his/her clinical knowledge and skills by participating in a program of continuing professional development as required by the relevant nursing governing bodies. He/she will respect and maintain patient confidentiality at all times and sign and follow the MFHT's confidentiality agreement.

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