



Tehsakotitsén:tha

Kateri Memorial Hospital Centre

P.O. Box 10, Kahnawake, QC J0L 1B0

Tel: (450) 638-3930 Fax: (450) 638-4634

www.kmhc.ca

Internal/External Job Opportunity

Kateri Memorial Hospital Centre is located in the vibrant Mohawk Territory of Kahnawake. We have a 73-bed inpatient facility in a homelike environment and extensive outpatient services. KMHC is dedicated to strengthening the health and well-being of Onkwehshon:'a (people) and providing quality health and preventative care services.

POSITION

Home Care Nurse
Indeterminate(Permanent) Availability/On-Call

JOB SUMMARY

The Home Care Nurse is part of an interdisciplinary and inter-establishment team that provides nursing care to clients that require care in their homes. The Home Care Nurse collaborates with clients, an interdisciplinary team, families and caregivers to develop an Integrated Service Plan. The Home Care Nurse must follow Integrated Service Plans to assist clients in regaining and/or maintaining their independence and reaching their optimal level of functioning. He/she must monitor clients' health status through ongoing nursing assessments, interventions, teachings, health promotions and prevention/wellness activities that promote clients' safety. He/she is required to adapt his/her knowledge and skills to a home setting and assume the role of Case Manager to ensure the coordination of the clients' care.

REQUIREMENTS

Bachelor's Degree in Nursing
Current license with the Ordre des Infirmières et Infirmiers du Québec (OIIQ)
Experience working in Home Care an asset
**As we are a Health and Social Service provider, this position requires the successful candidate to provide proof of being adequately vaccinated against COVID-19.*

SALARY

In accordance to the Quebec Ministry of Health and Social Services (MSSS) reference Code 1911, Group 125:
Echelon 1 \$25.25 to Echelon 18 \$45.22 per hour, depending on experience

DEADLINE

Open Recruitment

APPLICATIONS

Please submit a complete application package which includes:

- ✓ Application Form
- ✓ Letter of Intent
- ✓ Resume
- ✓ Proof of Educational Requirements/Copy of Nursing License
- ✓ Provide names and contact information of three (3) Professional References
- ✓ A signed **Privacy Waiver** allowing a security check to be performed along with a **photocopy of a valid photo Identification Card** (Driver's License preferred or Medicare Card or Band Card)

Submit applications to:

kmhc.hr.kahnawake@ssss.gouv.qc.ca

Please note that preference will be given to Indigenous candidates.

Incomplete submission packages will not be considered.



TITLE:	Home Care Nurse Group 125 Code 1911
DEPARTMENT:	Home Care Services
SUPERVISOR:	Manager of Homecare
STATUS:	Indeterminate Availability
EFFECTIVE DATE:	November 2006
REVISION DATE:	December 2018

JOB SUMMARY

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RESPONSIBILITIES

- Participates in the development, implementation and evaluation of a care plan that is based on standards of nursing care practices, scientific knowledge, evidence based interventions and best practices
- Collaborates with an interdisciplinary and interestablishment team to assist clients in developing and achieving their goals as per their Integrated Service Plans
- Responsible to meet continuing education needs as required by the Kateri Memorial Hospital Centre and the Ordre des Infirmières et Infirmiers du Québec (OIIQ)
- Participates in quality improvement activities recommended for the program and the organization (including medication reconciliation for each patient)
- Responsible to prioritize Kahnawake's top health concerns when planning programs and providing services
- Has attitudes and behaviors which assure the provision of safe care and services
- Is vigilant and takes responsibility to ensure a safe environment for all
- Declares all risk situations, near misses or accidents that are witnessed or discovered on KMHC premises
- To foster an approach to care that is respectful, compassionate and culturally appropriate and competent, responsive to the needs, values, beliefs and preferences of clients and their family member, supporting mutually beneficial partnerships between clients, and health care providers
- Work in an environment that honours the wisdom of Indigenous beliefs, language, culture and traditions

DUTIES

- Conducts initial assessments of new clients using the Multi-Clientele long form for Tertiary Prevention or short form for Home Hospital or End of Life Care clients
- Conducts ongoing assessments of clients' health status and social situations
- Develops Integrated Service Plans in collaboration with clients, families, caregivers and other service providers and updates as clients' situations change
- Develops Therapeutic Nursing Plans, completes Nursing Kardex and updates both as indicated
- Assumes the role of case manager which includes assessing clients' global needs, ensuring appropriate assessments by other health care professionals, coordinating the development of an Integrated Service Plan and assuring the delivery of care and the attainment of stated outcomes
- Participates in Integrated Service Plan meetings and multidisciplinary team meeting at Kateri Memorial Hospital Centre
- Coordinates medication management, including assistance from families, caregivers and home health aides
- Conducts ongoing nursing assessments
- Provides education, teaching and support to families, caregivers and home health aides regarding clients' health conditions, individual needs and those who are performing activities of exception
- Provides direction sheets for activities of exception and follows up on their effectiveness
- Provides care according to best practice guidelines
- Consults physicians as required
- Provides emergency care as required
- Completes daily statistics

QUALIFICATIONS/REQUIREMENTS

Education/Experience:

Bachelor's Degree in Nursing

Current licence with the Ordre des Infirmières et Infirmiers du Québec (OIIQ)

Experience working in Home Care an asset

Language Skills:

Demonstrate excellent communication skills

Ability to analyze and interpret general professional journals, technical procedures and governmental regulations

Able to write reports and carry out detailed written and oral instructions

Ability to effectively present information and respond to questions from individuals, groups, managers and clients

Mathematical Skills:

Basic mathematical skills

Reasoning Ability:

Ability to define problems, collect data, establish facts and draw valid conclusions

Physical Demands:

Regularly required to stand, squat, kneel, bend and walk

Frequently lift and/or move varied client body weights and frequently lift and/or move equipment in transport

Other Qualifications:

Ability to use Microsoft Office (Word, Excel) and e-mail

Demonstrated ability to communicate effectively with Indigenous people, including sound knowledge and understanding of issues impacting mental, emotional, physical and spiritual health in contemporary society

The commitment to learn about Indigenous culture and language to better understand and serve the clients

Ability to communicate in French language an asset

Demonstrate excellent interpersonal skills

Recognize the importance of teamwork within the interdisciplinary team

Enjoy working in a changing and challenging environment

Able to work independently

Must own and drive a vehicle with up-to-date registration, insurance and driver's licence

Able to work flexible hours and weekends

The employee shall perform the services outlined in the above job description, including any related or incidental duties and responsibilities that may be assigned to him/her at any given time.

Incumbent

Date

Manager