



# 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](http://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.*

<b>POSITION</b>	Mental Health Nurse Indeterminate Full-Time 37.5 hours per week
<b>JOB SUMMARY</b>	The Mental Health Nurse is a member of the interdisciplinary and interestablishment team whose aim is to accompany clients experiencing mental health and/or behavioral challenges and assist them to improve their emotional, psychological, social, spiritual and family functioning. The Mental Health Nurse collaborates with the client, the client’s interdisciplinary team, family, and health care professionals to develop an Integrated Service Plan. The Mental Health Nurse has the expertise and training which enables them to intervene in numerous clinical situations, and thus may act as a resource person within KMHC.
<b>REQUIREMENTS</b>	Bachelor’s Degree in Nursing Current licence with the Ordre des Infirmières et Infirmiers du Québec Minimum three (3) years of experience in psychiatric nursing Advanced knowledge in mental health
<b>SALARY</b>	In accordance with the Quebec Ministry of Health and Social Services (MSSS) reference Code 1911, Group 125: Echelon 1 \$27.08 to Echelon 18 \$47.98 per hour, depending on experience
<b>DEADLINE</b>	<b>Thursday, May 22, 2024 at 3:30 pm</b>
<b>APPLICATIONS</b>	<b><u>Please submit the following documents:</u></b> <ul style="list-style-type: none"><li>✓ Letter of Intent</li><li>✓ Application form</li><li>✓ Resume</li><li>✓ Proof of Educational Requirements</li><li>✓ A signed <b>Privacy Waiver</b> along with a <b>photocopy of a valid photo Identification Card</b></li></ul> <p><b><u>You can find the following documents on <a href="http://www.kmhc.ca/careers">www.kmhc.ca/careers</a>:</u></b></p> <ul style="list-style-type: none"><li>➤ Job Description</li><li>➤ Privacy Waiver</li></ul> <p><b><u>Submit applications to:</u></b> <a href="mailto:kmhc.hr.kahnawake@ssss.gouv.qc.ca">kmhc.hr.kahnawake@ssss.gouv.qc.ca</a></p>

*Please note that preference will be given to Indigenous candidates.  
Incomplete submission packages will not be considered.*



<b>TITLE:</b>	Mental Health Nurse Group 125 Code 1911
<b>DEPARTMENT:</b>	Homecare
<b>SUPERVISOR:</b>	Manager of Homecare
<b>STATUS:</b>	Indeterminate Full-Time
<b>EFFECTIVE DATE:</b>	September 2008
<b>REVISION DATE:</b>	February 2021

## **JOB SUMMARY**

The Mental Health Nurse is a member of the interdisciplinary and interestablishment team whose aim is to support clients experiencing mental health and/or behavioral challenges and assist them to improve their emotional, psychological, social, spiritual and family functioning. The Mental Health Nurse collaborates with the client, the client's interdisciplinary team, family, and health care professionals to develop an Integrated Service Plan. The Mental Health Nurse has the expertise and training which enables them to intervene in numerous clinical situations, and thus may act as a resource person within KMHC.

## **RESPONSIBILITIES**

- Meets and maintains Standards of Professional Nursing Competence
- Formulates a nursing care plan and goals adherent to the accepted standards of nursing care practice
- Provides client care adherent to the accepted Standards of Patient Care
- Participates in the development, implementation and evaluation of a nursing care plan that is based on standards of nursing care practice, scientific knowledge, evidence based interventions, and according to best practices
- Collaborates with the interdisciplinary and interestablishment team to assist clients to develop and achieve goals agreed upon in their Integrated Service Plan
- Responsible to meet continuing education needs required by KMHC and OIIQ
- Participates in Quality Improvement activities recommended for the program and the organization
- Assumes the role of case manager, which includes assessing client's global needs, ensuring appropriate assessment by health care professionals, coordinating the development of an Integrated Service Plan, assuring the delivery of care and the attainment of stated outcomes
- Functions within the interdisciplinary team to promote the client's optimal level of functioning through consultations with the client, family and health care professionals
- Address mental health as one of Kahnawake's top seven health priorities when program planning and providing interventions
- 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**

- Evaluates clients experiencing mental health and/or behavioral challenges who have been referred by the Inpatient, Outpatient, Homecare Nursing Departments or any other Mental Health Facility
- Educates nursing staff on how to assess clients experiencing mental health and/or behavioral challenges and how to intervene effectively
- Educates nursing staff on how to support families of clients and how to promote family/caregiver participation
- Participates in the referral and follow-up of clients to Geriatric Psychiatry Outpatient Clinics (i.e. Memory Clinic at the Douglas Hospital, Jewish General Hospital, etc.)
- Provides mental health nursing care to clients facing short-term or long-term mental health issues
- Provides follow-up and outreach to clients with mental health illness, which may include; ongoing mental health evaluations, follow-up interventions and crisis intervention
- Provides support to families of clients with mental health illness through education and family interventions
- Acts as consultant and educational resource person for health care providers at KMHC and Kahnawake Shakotii'a'takehnhas Community Services
- Conducts initial assessment of clients using Mental Health Nursing Assessment Tool and reassesses client on an ongoing basis
- Develops an Integrated Service Plan in collaboration with the client, the client's interdisciplinary team, family, health care professionals and updates the plan as the client's situation changes
- Develops a Therapeutic Nursing Plan, completes Nursing Kardex and updates both as indicated
- Ensures the delivery of client and family centered care
- Participates in prevention and promotion activities focused on mental health illness to increase community awareness, education and participation
- Completes daily statistics

## **Additional Duties during a pandemic**

- Regular phone calls to existing patients for “wellness checks”
- Meeting with patients via zoom (or other virtual platform)
- ISP Meetings and Case Conferences via Zoom (or other virtual platform)

## **QUALIFICATIONS/REQUIREMENTS**

### Education/Experience:

Bachelor's Degree in Nursing

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

Minimum three (3) years of experience in psychiatric nursing

Advanced knowledge in mental health

### Language Skills:

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

Ability to write reports

Ability to carry out detailed written and verbal instruction

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

Excellent communication and interpersonal skills required

### Reasoning Ability:

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

### Physical Demands:

While performing the duties of this job, the employee is regularly required to stand, squat, kneel, bend, and walk

The employee must frequently lift, push and/or move varied client body weights and frequently lift and/or move equipment in transport

### Other Qualifications:

Proficient in the English language

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

Knowledge of French language an asset

Able to use Microsoft Office and e-mail

Able to work independently

Able to work in a team setting

Able to work flexible hours and weekends

Must own and drive a vehicle with up-to-date registration and insurance

*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