



Job title: Registered Practical Nurse
Location: Recuperative Care Unit, Niagara Falls
Reports to: Clinical Manager
Wage range: \$28.39 - \$35.08 + \$2000 Healthcare Spending + \$500 for Professional Development + 12.5% in lieu of benefits and pension
Status: Full time (35 hours/week), Temporary (up to March 31, 2028 with potential of renewal)
Hours of Work: Continental Rotation for Days of work (Hours: 7:00 a.m. - 3:00 p.m. & 3:00 p.m. - 11:00 p.m.)

Summary

Regional Essential Access to Connected Healthcare (REACH) Niagara is a dynamic nonprofit, charitable organization dedicated to providing life-saving street healthcare to individuals experiencing homelessness across the Niagara Region. Rooted in equity and access, REACH Niagara removes barriers to care by delivering compassionate, community-centred health services to those who need it most.

Reporting to the Clinical Manager, the Registered Practical Nurse is highly experienced in providing healthcare to vulnerable populations with strong alignment with REACH's values. This professional has a clear understanding of social and medical complexities with a knowledge of harm reduction principles. The person is experienced in providing care in a bed based care setting and excels working in an interdisciplinary team.

Accountabilities and Responsibilities

Duties and responsibilities include, but are not limited to:

- Provides comprehensive nursing care to patients admitted to the recuperative care unit (10 bed step-down care unit for patients who are unhoused and are recently discharged from hospital but require ongoing step-down care needs) including assessment, counselling, screening, health teaching, treatment, triaging, and follow-up in accordance with the College of Nurses of Ontario's (CNO) standards of practice.
- In collaboration with the Clinical Manager, develops and implements individualized nursing care plans
- Collaborates with healthcare team for optimal client care
- Consults with Clinical Manager for care outside scope of practice
- Initiates IV Therapy and maintains use of IV pumps
- According to protocols, supports medication administration
- Perform clinical procedures such as skin and wound dressing and ear-syringing.

- Advocates for individual client's needs to ensure access to effective care, follow-up and resources from both an individual and systemic level.
- Works from a health equity framework to improve health outcomes for individual clients and/or for the development of community health and well-being, and to reduce health inequities.
- Develops and maintains strong ties to other professionals and community members.

Overall:

- Engages in evidence-based practice and ongoing learning.
- Maintains professional competencies and CNO requirements
- Operates within established policies and procedures.
- Maintains timely documentation standards using Telus PS Suites.
- Participates in team and organizational meetings, committees, special events, etc.
- Understands and works within the Occupational Health and Safety Act (OHSA), Personal Health Information Protection Act (PHIPA), Accessibility for Ontarians with Disabilities Act (AODA), the Ontario Human Rights Code and other relevant legislation.
- Demonstrates a commitment to a healthy and safe workplace for self and others (staff, clients, families, etc.) by taking all reasonable precautions and working in compliance with REACH-related policies, health and safety legislation and best practices.
- Work in a manner that demonstrates commitment to REACH's mission, vision, and values.
- Contributes to the REACH's strategic goals and objectives and values the equality and diversity of the client community.
- Other duties as required.

Qualifications

Education and Work Experience Requirements:

- Current certificate of competence for Registered Practical Nurse with the College of Nurses of Ontario.
- Completion of a 2-year Registered Practical Nurse program (or equivalent), as approved by the College of Nurses of Ontario (CNO)
- Minimum of 2 years of current, relevant nursing experience (within the last 3 years), bed-based setting preferred.
- Current medication administration experience within the last two years
- Knowledge of resident safety issues and demonstrated capacity to apply resident safety practices and required nursing interventions
- Completion of Medication Administration for R.P.N.'s, medical asepsis, wound care, catheterization and IV training/education, skin assessments, combined with previous experience utilizing these skills;
- Current BCLS certification.
- Demonstrated experience in collaboration and working within an interdisciplinary team.
- Demonstrated experience and highly proficient in Electronic Medical Records.

Knowledge, Skills and Abilities:

- Demonstrated knowledge and skill in physical assessment
- Demonstrated proficiency in the application of enhanced nursing skills within the last two years
- Demonstrated proficiency in IV Therapy Initiation and use of IV pumps
- Ability to practice utilizing a client-centered approach with a strong understanding of the impact of the social determinants of health on patient care management.
- Superior communications skills that include interpersonal relationships, conflict management, written and verbal skills, as well as computer literacy.
- Highly motivated, flexible and well organized.
- Excellent time management skills with the demonstrated ability to effectively set priorities and complete required tasks.
- Ability to effectively identify problems and collaborate with others towards a solution.
- Must be able to work in an evolving environment, while maintaining a positive attitude and providing exemplary client-centered care.
- Thorough knowledge and experience of harm reduction, trauma-informed approaches, addictions, and mental health.
- Ability to carry out duties independently while maintaining accountability

Conditions of Employment

- Understands and works within the Occupational Health and Safety ACT (OHSA) and Personal Health Information Protection Act (PHIPA)
- Demonstrates a commitment of a health and safety environment for self and others by taking all reasonable precautions and working in compliance with REACH's related policies and best practices.
- At point of hire, provide proof of education, registration of respective regulated College, satisfactory Police Clearance Certificate, and a valid driver's license

Working Conditions

- This position involves an extended period of standing.