

## JOB POSTING # ONA 18.21

---

**REPOST Position:** Public Health Nurse (4 positions)

**Status:** Temporary Full Time (date of hire to approximately June 30, 2022)

**Employee Group:** ONA

**Salary:** \$31.34 - \$48.39 per hour

**Division:** Health and Social Services

**Department:** Health Unit

**Reports To:** Program Manager, COVID-19 Response

**Location:** Simcoe, ON

**Posting Period:** March 7, 2022 – March 18, 2022

---

### **How to Apply:**

Follow the link below for the application process:

<https://apply.workable.com/j/C244C75F65>

- Ensure the file extension for your resume document is .doc, .docx or .pdf
- If you are electing to include a cover letter, the cover letter and resume must be sent as 1 file.

### **Scope of Position:**

This position is to support all aspects of the COVID-19 team related tasks and to ensure that the requirements of the Health Protection and Promotion Act and all associated legislation are met by providing quality programs and services. Public Health Nurses support all areas of the Health Unit and are scheduled to replace, on a short term basis, RN vacancies during times of recruitment or unusual demands for service (“surge capacity”).

### **Position Description:**

- Contributes to health promotion and disease prevention initiatives to individuals and the community.
- Provides nursing service for individuals, families, groups and the community according to the program specific policies and procedures, the program’s operational requirements.

- Meets the professional practice standards as defined by the College of Nurses of Ontario.
- PHN's will meet and adhere to the Current Canadian Community Health Nursing Standards of Practice, and the Core Competencies as defined by the Public Health Agency of Canada and Public Health Nursing Discipline Specific Competencies.

**Knowledge and Experience:**

- Baccalaureate Degree in Nursing.
- Current Certificate of Annual Registration with the College of Nurses of Ontario as a Registered Nurse.
- Minimum two years' experience in nursing, preferred.
- Experience administering immunizations is an asset.
- Current certificate of CPR.

**Skills and Abilities:**

- Proficient oral and written communication skills required.
- Computer literacy and proficiency in corporate standard software.
- Travel required within Haldimand and Norfolk Counties. Working at clinics and in-office is the expectation.
- Must be aware of safe work practices as they relate to job responsibilities and work environment, and have the basic understanding of the Occupational Health and Safety Act

**Duties and Responsibilities:**

Using the Ontario Public Health Standards, the Public Health Nurse:

- Promotes health, using strategies including health promotion, disease and injury prevention and health protection;
- Facilitates planned change through the application of the Population Health Model;
- Demonstrates knowledge and effectively implements health promotion strategies;

- Collaborates with the individual/community to assist them in taking responsibility for maintaining or improving their health; understands and uses social marketing and media advocacy strategies to raise consciousness and change behaviors, if other enabling factors are present.
- Helps individuals/communities make informed choices about protective and preventative measures such as immunization, birth control and breastfeeding; assists individuals/communities identify potential risks to health;
- Utilizes harm reduction principles to identify and reduce or remove risk;
- Collaborates in developing and using follow-up systems within the practice setting to ensure that the individual/community receives appropriate and effective service;
- Applies epidemiological principles in using strategies such as screening, surveillance, immunization, communicable disease response and outbreak management and education.
- Works collaboratively with the individual/community, other professionals, agencies and sectors to build individual and community capacity, through activities including, the identification of needs, strengths and available resources, expanding partnerships for health promotion, and use of community development principles.
- Provides culturally sensitive care in diverse communities;
- Advocates for appropriate resource allocation;
- Adapts practice in response to the changing health needs of the individual/community;
- Collaborates with individuals and communities to identify and provide programs and delivery methods that are acceptable to them and responsive to their needs;
- Assesses the impact of the determinants of health.
- Takes preventive and/or corrective action to protect individuals/communities from unsafe or unethical circumstances;
- Utilizes informatics to support nursing practice;
- Mentors students and novice practitioners;
- Participates in research and professional activities;

- Documents activities in a timely and thorough manner;
- Utilizes reflective practice;
- Seeks professional development experiences that are consistent with current community health nursing practice, new and emerging issues, the changing needs of the population, the evolving impact of the determinants of health and emerging research;
- Uses available resources to evaluate the availability, acceptability, quality, efficiency and effectiveness of community health nursing practice qualifications.
- Contribute to the identification and prioritization of areas for improvement within the six dimensions of quality (safe, effective, efficient, timely, person-centred and equitable).
- Engage with colleagues in a systematic approach to quality improvement, including the definition of the purpose and scope; development, testing and implementation of change ideas; and measurement of reach and impact.

---

The Corporation of Norfolk County is an equal opportunity employer. Accessibility accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.

Successful applicants are required to provide the Employer with a current Criminal Record Check, including a Vulnerable Sector where required and verification of education.

Thank you for your interest in this position. Only those to be interviewed will be contacted.