



Swan Lake First Nation  
P.O. Box 368  
Swan Lake, Manitoba  
R0G 2S0

**EMPLOYMENT OPPORTUNITY**  
**HEALTH CENTER**  
**Home and Community Care Nurse**

**POSITION SUMMARY:**

Working within the context of the client-centered, family focused vision and goals of Swan Lake First Nation Health Department, the responsibility of the Home and Community Care Nurse is to provide client care for the Home and Community Care Program. This will be performed through assessment, supervisory and clinical nursing skills to effectively coordinate client care. The Home and Community Care Nurse provides direction, guidance and supervision of the Home and Community Care Program staff.

<b>REPORTS TO:</b>	<b>HEALTH DIRECTOR</b>
<b>EMPLOYMENT TERM:</b>	Permanent Full Time
<b>SALARY:</b>	Depending on qualifications/experience

**RESPONSIBILITIES**

- Participates in the planning, development and evaluation of the Swan Lake First Nation Home and Community Care Program
- Coordinate home care services with agencies and facilities involved with client to determine program eligibility which will meet the home care service needs of the clients while encouraging independence, family and community support
- Collaborate with Homecare Resource Coordinator to identify community members requiring homecare support; complete a structured client assessment to determine client need
- Prescribe a Care Plan that incorporates the client's goals, needs, support systems, treatment and interventions and resources required
- Implement the Care Plan to provide in-home personal care/home management services in collaboration with the Homecare Resource Coordinator and Homemakers/Health Care Aides
- Provide in home professional nursing care as identified in client Care Plan
- Ensures that clients admitted to the Home and Community Care Program have access to medical supplies and equipment
- Evaluate and reassess Care Plans as needed; determine the need for Homecare nursing services and admit or discharge the client as appropriate
- Provide mentoring, direction, guidance and support and supervision for the Homecare Resource Coordinator and Homemakers/Health Care Aides
- Participate in orientation and in-service programs for direct service workers
- Monitors and evaluates care and services provided by direct service workers
- Documents the assessments, Care Plans and service delivery on the clients personal Homecare Health Chart
- Maintains client confidentiality and ensures that all records are stored securely
- Works collaboratively with the Community Health Nurse and reports any changes in client situation
- Assists in the development and implementation of program and clinical policies and procedures to ensure a safe and sanitary environment
- Adheres to infection control guidelines
- Participates in case management and family conferences as appropriate
- Provides clients and family caregivers with health information as required through demonstrations and informal teaching sessions

- Assess the need for capacity building and conducts in-service training sessions for the Homemakers/Health Care Aides and other members of the health team as appropriate
- Maintains professional support and consultation to ensure the program is delivered in a safe effective manner
- Maintains nursing skills through attendance at workshops, conferences, in-service and training, in addition to keeping abreast with current literature and Best Practice Guidelines
- Establishes internal and external linkages with other professionals and community resources
- Completes and submits service delivery data and reports as required by FNIHB Home and Community Care Program
- Perform other duties as required

### **KNOWLEDGE, SKILLS & ABILITIES**

- Graduate of Registered Nursing Program
- Active practicing membership in College of Registered Nurses of Manitoba
- Demonstrated experience in Homecare Nursing or related field in Nursing with emphasis on health protection/illness prevention, health promotion and community development
- Basic Life Support (BLS) Certificate Level C
- Knowledge of Electronic - Service Delivery Reporting Template (e-SDRT)
- Knowledge of client assessment and monitoring
- Knowledge of proper home care techniques and interventions
- Demonstrated knowledge of infection control practices
- Demonstrated ability to work under pressure, multi-tasks conflicting demands, meet deadlines and work independently
- Demonstrated ability to deal with sensitive situations with tact and diplomacy
- Knowledge of and experience in working with aboriginal communities; an in-depth understanding of Aboriginal culture, tradition and history
- Knowledge and experience in utilizing a case management model ie: individualized assessment of needs, service planning, monitoring and follow-up
- Ability to successfully manage multiple programs and priorities
- Ability to overcome challenges and flexibility to adapt quickly to change
- Ability to deliver presentations and workshops
- Knowledge and experience in budget preparation and monitoring
- Ability to prepare thorough reports
- Computer literacy, including effective working skills of MS Office Software products, email and internet search engines
- Excellent teamwork and team building skills
- Strong communication skills
- Decision making skills
- Time management skills
- Travel is required, must have reliable transportation
- Possess a Valid Class 5 Driver's Licence
- \*MUST PROVIDE CRIMINAL RECORD CHECK and VULNERABLE SECTOR CHECK and CHILD ABUSE REGISTRY CHECK - performed in the last six months of July 2016.

**Deadline: OPEN until qualified candidate is selected**

Please forward **resume and cover letter with 2 (two) written references to:**

Roberta Morrissette, Human Resources Advisor

Fax: (204) 836-2038

Email: [sifnhumanresources@gmail.com](mailto:sifnhumanresources@gmail.com)

**\*Applications will not be accepted if the required background check are not submitted at time of applying. Only candidates selected will be contacted for an interview.**