



Addiction & Mental Health Services | services de lutte contre les dépendances et de santé mentale
Kingston Frontenac Lennox & Addington

Position:	Registered Nurse	Competition Number:	2022-045
Job Status:	Permanent and Contract available	Hourly Rate:	\$ 32.92 - \$38.21

We are seeking Registered Nurses who are enthusiastic and passionate about opportunities to work with individuals in the community. Our nurses are key members of many frontline teams, including Comprehensive Integrated (CI) Housing, Assertive Community Treatment (ACT), Case Management and Community Outreach. These roles contribute to the support of our clients in providing invaluable services to individuals with addictions and/or mental health concerns within the Kingston, Frontenac, Lennox and Addington (KFLA) communities.

In addition to the fulfilling sense of giving back to the community, AMHS-KFLA also offers a competitive benefit package to permanent full-time staff which includes the following:

- *Extended Healthcare and Dental Benefits*
- *Basic Life and AD&D Insurance, with optional added levels of coverage*
- *Dependent Life (dependents/spouse covered at no additional cost)*
- *Enrolment in the Healthcare of Ontario Pension Plan (HOOPP)*
- *Paid time off entitlements (sick time, vacation, wellness leave, family/personal leave)*

Our Nursing positions are members of Ontario Public Sectors Employee's Union (OPSEU) Local 489 and work from various locations throughout KFLA. With some ability to flex hours as needed, the hours of work are generally Monday to Friday, however do vary depending on assigned team which can require occasional weekends or evening shifts.

Job Summary:

Each of our Registered Nurse's work as a part of an interprofessional team, and provide recovery-oriented services, treatment, rehabilitation and support functions. The scope of this as determined by the program, detailed below.

CI Housing

This program provides support to those with a history of long-term hospitalizations and/or whom require comprehensive and integrated supports and services to assist with the successful transition to living in the community and/or minimizing the occurrence of hospitalizations. The incumbent Registered Nurse is responsible for providing rehabilitation support to these individuals, including but not limited to, assistance with instrumental activities of daily living (IADL), daytime activities, and sharing in the responsibility for addressing the needs of all clients providing in home support and supervision. Nursing expertise is shared with other team members to assist in addressing the health needs of clients (e.g. metabolic monitoring, health teaching, monitoring pharmacological treatment). The Registered Nurse provides treatment within their regulated scope of practice while also providing clinical oversight, as necessary, for unregulated members of the care team. All services are provided in accordance with the mission and established protocols of the Agency and the principles of psychosocial rehabilitation and recovery.

ACT

The Registered Nurse works as a member of an interprofessional team independently carrying out treatment, rehabilitation and support functions to facilitate community living and recovery within the context of the ACT model for persons living with a serious mental illness. Services are provided 24-hours a day, 7-days a week in the environment of choice of the individual wherever possible. This incumbent is responsible for coordinating the individualized treatment plan and required services for assigned clients. In addition, the incumbent participates in the comprehensive assessment of clients and shares in the responsibility for addressing the needs of all clients requiring frequent contact. Nursing expertise is shared with other team members in order to assist in the physical health needs of clients. All services are provided in accordance with the mission, vision, values and established protocols of the Agency, ACTT Program Standards and applicable legislation.

Case Management and Community Outreach

The Registered Nurse in the Case Management program works as a member of an interprofessional team and is responsible for providing Nursing case management services to individuals with a serious mental illness who are living in the community. This position works in close partnership with acute care hospitals and community service agencies to provide assessment, intervention, supportive counselling, service coordination and follow-up to adults, 16 years of age and older. All services are provided in accordance with the mission, vision, values and established protocols of the Agency.

Minimum Qualifications:

- One-year relevant experience providing services to individuals who live with a serious mental illness, preferably in a community setting.
- Bachelor of Science in Nursing and current unrestricted registration with the College of Nurses of Ontario.
- Certification in First Aid and CPR.
- Applied Suicide Intervention Skills Training, and Crisis Prevention & Intervention training an asset.
- French Language proficiency considered an asset.

Knowledge, Skills and Abilities:

- Knowledge of and ability to apply nursing principles and practices, as they relate to individuals who live with a serious mental illness, within a client-centered approach.
- Excellent bio-psycho-social and health assessment skills.
- Demonstrated in-depth knowledge of mental health symptoms, issues, psychotropic medications and side effects.
- Knowledge of issues related to addictions an asset.
- Knowledge of and ability to apply principles of psychosocial and recovery model.
- Knowledge of and ability to incorporate best practices of supportive housing, best practices for individuals living with a serious mental illness and/or who have complex needs.
- Demonstrated assessment and crisis intervention skills with broad knowledge of emergency mental health and crisis stabilization.
- Demonstrated advanced clinical reasoning and decision-making skills.
- Ability to effectively utilize community resources and supports to meet the needs of individuals.
- Ability to work under pressure within a changing environment.
- Working knowledge of the Health Care Consent Act, Mental Health Act, Personal Health Information Protection Act, and other relevant legislation.
- Excellent communication and interpersonal skills in order to effectively engage community services and individuals, increasing awareness of services.
- Well-developed problem-solving, prioritization and conflict resolution skills.
- Ability to work autonomously as well as collaboratively in a multidisciplinary team environment.
- Basic proficiency in computer skills; MS Office preferred.
- Ability to work rotating days, evenings, and weekends.
- Must possess a valid Ontario Driver's License and have regular access to a reliable vehicle and provide proof of \$2,000,000 vehicle insurance. Incumbent may be required to transport clients.
- Required to provide a satisfactory criminal reference check (CRC) with Vulnerable Sector Screening prior to hire.

*Please submit a resume and cover letter as one document only quoting **Competition Number 2022-045***

to: careers@amhs-kfla.ca

Please Note: AMHS-KFLA has a vaccination policy which requires proof of all required doses of a COVID-19 vaccine approved for use in Canada or proof of medical exemption, consistent with the criteria outlined in the policy prior to their employment. A copy of the policy can be made available upon request.

AMHS-KFLA strives to be a diverse and inclusive workplace. We encourage applications from all candidates who would contribute to the diversity of our community and enhance our ability to provide quality services to our clients.

We are committed to accessible employment practices. If you require an accommodation to fully participate in the recruitment and selection process, please inform Human Resources to discuss your individual accessibility needs.