

CITY OF HAMILTON

HEALTHY & SAFE COMMUNITIES DEPARTMENT (EPIDEMIOLOGY, WELLNESS & COMMUNICABLE DISEASES – HEALTH STRATEGY & HEALTH EQUITY - LOCATION – 100 MAIN ST. W., 5th FLOOR

PUBLIC HEALTH NURSE - ONA 50

SUMMARY OF DUTIES

Reports to a Program Manager. As described by the Canadian Community Health Nursing Standards of Practice, a Public Health Nurse (PHN) is “a community health nurse who synthesizes knowledge from public health science, primary health care (including the determinants of health), nursing science, and theory and knowledge of the social sciences to promote, protect, and preserve the health of populations. The PHN practices population health promotion in increasingly diverse settings, such as homes, community health centres, schools, street clinics, youth centres and nursing outposts, and with diverse partners, to meet the health needs of specific populations. Although the focus of public health nursing practice is health promotion of populations, public health nurses integrate their personal and clinical understanding and knowledge of the health and illness experiences of individuals, families and communities into their population health promotion practice. That is, Public Health Nurses recognize that a community’s health is inextricably linked with the health of its constituent members and is often reflected first in individual and family health experiences. Healthful communities and systems that support health, in turn, contribute to opportunities for health for individuals, families, groups and populations. Under the Health Protection and Promotion Act R.S.O. 1990, Chapter H.7, the PHN also has a duty to prevent the spread of disease and protect the health of the people of Ontario.

Reporting to the Manager-Health Strategy & Health Equity Program, the Social Determinants of Health (SDOH) PHN works with Public Health Services (PHS) staff, staff in other City Departments and external stakeholders as required. Specifically, the PHN will lead and support internal and external stakeholders in health equity analysis, healthy public policy development, and other systems-based strategies that aim to decrease health inequities. The SDOH PHN researches, monitors and interprets data relevant to SDOH, remains current with the literature and critically appraises research. The PHN is expected to keep abreast of innovative health promotion strategies and effective health promotion strategies related to SDOH and identifies behavioural and non-behavioural factors influencing SDOH in targeted populations.

The PHN will apply this knowledge to:

- address health equity with identified priority populations
- identify workforce development needs related to SDOH and equity (e.g.: public health ethics, policy analysis, best practices, current national, provincial, local frameworks)
- work with internal and external partners to identify learning opportunities etc relevant to building understand and capacity with respect to identified priority populations (e.g. indigenous peoples, newcomers, etc.)
- support programs to integrate SDOH as part of the population health approach.

GENERAL DUTIES

Public Health Nurses are expected to know and adhere to the current Canadian Community Health Nursing Standards of Practice:

STANDARD 1: PROMOTING HEALTH

Promote health, using strategies including:

- health promotion – facilitate planned changes through application of the Population Health Model; demonstrate knowledge of and effectively implement health promotion strategies based on the Ottawa Charter for Health Promotion; collaborate with the individual/community to assist them in taking responsibility for maintaining or improving their health; understand and use social marketing and media advocacy strategies to raise consciousness and change behaviours, if other enabling factors are present.

- disease and injury prevention, and health protection – help individuals/communities make informed choices about protective and preventative measures such as immunization, birth control and breastfeeding; assist individuals/communities identify potential risks to health; utilize harm reduction principles to identify and reduce or remove risk; collaborate in developing and using follow-up systems within the practice setting to ensure that the individual/community receive appropriate and effective service; apply epidemiological principles in using strategies such as screening, surveillance, immunization, communicable disease response and outbreak management and education.

STANDARD 2: BUILDING INDIVIDUAL/COMMUNITY CAPACITY

Work collaboratively with the individual/community, other professionals, agencies and sectors to build individual and community capacity, through activities including:

- Identification of needs, strengths and available resources
- Expanding partnerships for health promotion
- Use of community development principles

STANDARD 3: BUILDING RELATIONSHIPS

Build relationships with individuals and the community through strategies including:

- Utilizing culturally relevant communication
- Involving the individual/community as an active partner
- Promoting and facilitate linkages with appropriate community resources
- Maintaining professional boundaries

STANDARD 4: FACILITATING ACCESS AND EQUITY

Facilitate access and equity through activities including:

- Providing culturally sensitive care in diverse communities
- Advocating for appropriate resource allocation
- Adapting practice in response to the changing health needs of the individual/community
- Collaborating with individuals and communities to identify and provide programs and delivery methods that are acceptable to them and responsive to their needs
- Assessing the impact of the determinants of health

STANDARD 5: DEMONSTRATING PROFESSIONAL RESPONSIBILITY AND ACCOUNTABILITY

Demonstrate professional responsibility and accountability through activities including:

- Taking preventive and/or corrective action to protect individuals/communities from unsafe or unethical circumstances
- Utilizing informatics to support nursing practice
- Mentoring students and novice practitioners
- Participating in research and professional activities
- Documenting activities in a timely and thorough manner
- Utilizing reflective practice
- Seeking 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
- Using available resources to evaluate the availability, acceptability, quality, efficiency and effectiveness of community health nursing practice

Comply with City, Department, and Program policies and procedures.

Carry out activities in compliance with the Health Protection and Promotion Act and other relevant legislation, under the direction of the Medical Officer of Health or designate.

Function both as a team member and team leader.

Promote and support the development of peer educators/facilitators, volunteers, and lay helpers as appropriate.

Work in accordance with the provisions of applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures related to Occupational Health and Safety.

Perform other duties as assigned which are directly related to the major responsibilities of the job.

QUALIFICATIONS

1. A Baccalaureate Degree in Nursing and a current certificate of competence with the College of Nurses of Ontario.
2. Previous experience in community health nursing preferred.
3. Demonstrated ability to observe and follow the Canadian Community Health Nursing Standards of Practice, and the standards, policies, directives and orders of the College of Nurses of Ontario as they relate to Public Health Nurses.
4. Excellent interpersonal, communication, decision-making and assessment skills.
5. Demonstrated ability in program planning activities including, but not limited to, policy and procedure writing and review; form and/or database development; and benchmarking activities.
6. Demonstrated ability in program evaluation activities such the review of surveillance and statistical data related to program indicators.
7. Demonstrated ability to work independently when required.
8. Demonstrated ability to work collaboratively in a multi-disciplinary situation.
9. Experience in design, development, delivery and evaluation of educational resources and education experiences.
10. Experience in precepting BScN students.
11. Provision of a vehicle for use on the job.
12. Must have a valid Class "G" Driver's Licence.

THIS POSITION REQUIRES A CLASS "G" DRIVER'S LICENCE AND PROOF THEREOF IS REQUIRED AFTER HIRE.

NOTE 1:

This position(s) currently requires the incumbent(s) to use their personal vehicle(s) 3 or more times per week for City business. In accordance with the City policy, parking is provided at this time. Should the job requirement change, parking will only be provided in accordance with the City policy in force at that time.

NOTE:

The successful candidate will be required to provide immunization records, which may include TB testing prior to the start of employment to meet the requirements of the Staff Immunization and Surveillance Policy and Procedure

THE INCUMBENT SHALL COMPLY WITH ALL HEALTH AND SAFETY POLICIES AND PRACTICES FOR THIS POSITION AND THE WORKPLACE
