

Teme Augama Anishinabek Job Description

Position Home & Community Care Nurse

Department Health Services

Position Reports To Nurse in Charge

Employment Status Full Time

Hours 35 hours per week

Employment Type Permanent

Position Summary:

The Home & Community Care Nurse (HCC Nurse) provides professional nursing care, assessments, and case management for clients receiving home and community care services. The HCC Nurse develops and monitors care plans, delivers direct nursing interventions, and supports clients to live safely and independently at home. The nurse practices in accordance with the College of Nurses of Ontario standards and works collaboratively with the Home & Community Care team, families, service providers, and community partners to promote quality care and client wellbeing.

Primary Responsibilities

Clinical Assessment, Care Planning, and Case Management – 35%

Conducts comprehensive client assessments and ongoing reassessments. Develops individualized care plans, updates plans as needs change, and ensures documentation is accurate and current. Coordinates services and ensures continuity of care through effective communication with clients, families, and providers.

Direct Nursing Care and Client Education – 30%

Provides nursing interventions including wound care, medication support, vital monitoring, health teaching, and chronic disease management. Educates clients and families on safe care, self-management, and prevention strategies in a respectful and culturally sensitive way.

Collaboration, Consultation, and Team Support – 10%

Works closely with the Home & Community Care Coordinator and other health team members. Participates in case conferencing, collaborates with physicians and allied health professionals, and advocates for client needs. Provides clinical guidance and observation for Personal Support Workers within their scope.

Quality, Documentation, and Risk Management – 15%

Maintains electronic medical records, case notes, and statistical data. Transcribes and follows physician orders, supports infection-prevention practices, ensures safe use of supplies and equipment, and reports changes in client condition promptly. Participates in program planning, evaluation, and quality improvement.

Community Health Participation and Program Support – 10%

Supports population health planning, outreach, and education activities. Assists with equipment

coordination, vaccine integrity monitoring (as assigned), and contributes to community wellness initiatives.

Qualifications

Education and Experience

Bachelor of Science in Nursing (BScN) or Registered Practical Nurse (RPN) diploma.
Minimum two years of nursing experience, preferably in community or home care.
Knowledge of nursing best practices, chronic disease management, and elder care.
Strong assessment, critical thinking, and communication skills.

Certifications, Licences and Requirements

Current registration in good standing with the College of Nurses of Ontario.
Membership with RNAO/RPNAO (or eligibility).
Clear Criminal Record Check including Vulnerable Sector Check.
Valid First Aid and CPR Level C (or willingness to obtain).
Understanding of privacy legislation and client confidentiality requirements.

Physical and Sensory Demands

Requires home visits, occasional lifting of supplies, and working in varied home environments.
Attention to infection control, safety, and client dignity is essential.

Work Environment

Work occurs in homes, community settings, and health offices. Flexibility may be required for client needs or emergent health situations. Other duties consistent with this position may be assigned.

Health and Safety Statement

Teme Augama Anishinabek is committed to providing and maintaining a safe and healthy work environment for all employees, members, and visitors. All employees are expected to work in compliance with applicable occupational health and safety legislation and adhere to organizational policies, procedures, and safe work practices. Employees must report hazards, follow safe work guidelines, and actively participate in maintaining a culture of safety in all aspects of their duties.

Employee Signature _____ **Date** _____

Supervisor Signature _____ **Date** _____