



**EXTERNAL VACANCY**

**DEPARTMENT:** MENTAL HEALTH AND THE LAW PROGRAM – HUMMINGBIRD LODGE  
**POSITION:** ONE (1) PERMANENT FULL TIME REGISTERED PRACTICAL NURSE  
**SITE:** NBRHC – NORTH BAY  
**HOURS:** ALL SHIFTS AS REQUIRED  
**SALARY:** \$33.378 (Min.) - \$38.735 (Max.)

Pay rate, benefits and other terms and conditions are as per the CUPE 139 Collective Agreement

**ABOUT THE POSITION**

The Registered Practical Nurse (RPN) is responsible for providing safe, competent and ethical nursing care as outlined in the College of Nurses of Ontario Practice Standards and Guidelines for Ethical Behaviour, North Bay Regional Health Centre (NBRHC) policies/procedures, and the standards of care appropriate to the area of clinical practice. Registered Practical Nurses (RPN) provide the full range of care requirements for patients with predictable outcomes as patient complexity increases there is a corresponding increase in the need for RPN's to consult with RN's (CNO Standards).

**QUALIFICATIONS**

- Current Certificate of Registration ~ College of Nurses of Ontario required
- Current Basic Life Support (BLS) for Health Care Providers (HCP) Certificate required (recent within the last twelve months)
- Current Non-Violent Crisis Intervention (NVCI) Certificate required (training delivered by Health Centre upon hire)
- Current Gentle Persuasive Approach (GPA) Certificate an asset
- Minimum of two years recent experience (within 2-3 years) working with individuals with serious mental illness required
- Demonstrated knowledge of psychotropic medications, symptom management and health teaching required
- Demonstrated ability to assist in a leadership role in crisis management required
- Ability to effectively work as a collaborative member of the health team required
- Must be able to respond and fully participate in all codes (White, Red, etc.) required
- Knowledge of Forensic Nursing including risk management and Legal Framework is required
- Knowledge and experience working within the provisions of the Forensic legal framework: Section XX.I of the Criminal Code of Canada required
- Must adhere to the Hospital's core values
- Demonstrated proficiency in conducting Mental Status Exams is required
- Knowledge and experience in facilitating conflict resolution required
- Excellent level of interpersonal skills required
- Understanding cultural competencies
- Excellent level of written and verbal communication skills required
- Basic computer knowledge required
- Knowledge of gender based models of care an asset
- Experience with harm minimization/reduction approach to self-injury and suicide an asset
- Knowledge of behaviour therapy practices including Cognitive Behavioural Therapy (CBT) is an asset
- Knowledge of Dialectical Behaviour Therapy (DBT) is an asset
- Knowledge of the principles of trauma informed care as it relates to the Hummingbird patient population an asset
- Good attendance and work record required
- Ability to work with minimal supervision required
- Basic computer knowledge required
- Must demonstrate commitment to ensure your safety, the safety of fellow workers, patients, volunteers and visitors
- Must support and contribute to a culture of safety and prevention of adverse health events in this organization
- Bilingualism (English/French) is an asset

Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

**Interested candidates are asked to submit their cover letter and resume to:**  
[careers@nbrhc.on.ca](mailto:careers@nbrhc.on.ca) quoting file **CUPE MH-24-168**

**The posting will remain open until the positions are filled.**

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

**THE ORGANIZATION**

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit [www.nbrhc.on.ca](http://www.nbrhc.on.ca)

## THE COMMUNITY

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit [www.northbay.ca](http://www.northbay.ca)

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***NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.***

***The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.***

*North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.*

**We are an equal opportunity employer. We thank all applicants for their interest.**