From the Publisher’s Desk

Welcome to the fifth edition of Ontario Nursing

Embraced from the start by nursing faculty members, the RNAO, RPNAO, OOHNA and health-care providers across Ontario, this publication is the fruit of their continuing support.

ONTARIO NURSING WAS CREATED TO:

• Foster a positive image of nursing.
• Enable Ontario health-care providers and associations to communicate with nursing students.
• Expose high school students to the highlights of a career in nursing.

Over the last five years, we have enhanced the publication, and its value to you, by creating:

ONTARIO NURSING ONLINE

Our comprehensive web presence allows you to stay abreast of updates to the content of the publication, to link directly with health-care providers, to view job opportunities on an ongoing basis, and to apply to them directly online. The site also features summer job openings, academic positions and much more.

THE SURF 'N SANDALS GIVEAWAY

Along with our co-sponsors, we are pleased to celebrate nursing in Ontario by providing the lucky winner of this contest with a great prize (see details on page 7).

We invite you all to join your professional nursing associations, and to give serious consideration to pursuing your career at any of the profiled health-care providers. It is their dedication to the future of nursing that makes Ontario Nursing possible, and opens the gateway to your future.

Finally, I would like to take this opportunity to thank all of those who have supported Ontario Nursing and have allowed us to provide you with the highest quality publication over the last five years.

Peter Carle

OntarioNursing.ca

Employers, Current Career Listings, Summer Camp Positions and Much More
Thanks to all of those who, through their dedication to the future of nursing, have made the distribution of this publication possible, and in particular to:

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York University ............................................................................... LESLIE BEAGRIE
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Welcome to Nursing

Now that you’ve decided nursing is for you, the next step to a fulfilling career is joining your colleagues across the province in speaking out for health and speaking out for nursing.

When you join the Registered Nurses’ Association of Ontario, you are joining more than 23,000 RNs and nursing students who share a collective commitment to improving the health of the public and the nursing profession. RNAO influences government decision-making, builds on nurses’ knowledge of health-care issues, develops leadership and networking opportunities for RNs and nursing students, and promotes professional development.

For a reduced student rate of $20, your membership signals your commitment to the profession, and kick-starts your career by providing access to:

- **Policy and political action expertise** – RNAO lobbies the government on important issues such as more full-time RN employment, health-system reform, the value of publicly funded, not-for-profit health care, and healthy work environments for nurses and nursing students.

- **Career opportunities and counselling** – Members can take advantage of RNAO’s career counsellor who helps with career development, résumé writing, interview preparation and a host of other services. And, you can search for the best jobs through RN Careers at www.rnao.org.

- **Professional development and educational opportunities** – Job fairs, career days and recognition awards are just some of the services available at no cost to members. Our Centre for Professional Nursing Excellence offers substantive discounts on many different workshops and conferences that promote knowledge development, utilization and dissemination. Our Best Practice Guidelines Program offers nursing students a free CD ROM of the program’s 29 guidelines in gerontology, primary health care, home health care, mental health care and emergency care.

- **Leadership development and networking** – Involvement in your local chapter, region or interest group will hone your leadership skills, advance your career, and connect you with influential nursing colleagues. To give you a national and international advantage, your RNAO membership also means automatic membership in the Canadian Nurses Association and the International Council of Nurses.

- **Communications and Outreach** – RNAO provides customized media relations and communications support so that you can promote and advocate nursing and health-care issues wherever you are. Our expertise helps ensure your voices and views reach the public. Members receive Registered Nurse Journal, an award-winning, bimonthly publication that informs, challenges and shares news about practice, policy and politics today. The interactive website (www.RNAO.org), peer support, job boards and many other resources are also available to student members.

Since 2000, RNAO’s student membership has increased from 268 to 2,277. That says a lot about how relevant and valuable RNAO is to tomorrow’s nurses. It’s time for you to link to thousands of fellow students, frontline RNs, researchers, nursing leaders, administrators, managers, and mentors to make the most of your career choice.

Joan Lesmond
President, RN, BScN, MSN

Doris Grinspun
Executive Director,
RN, MSN, PhD (cand.), O. ONT.
Every profession has its pathfinders and trailblazers. In health care, the paths and trails are well worn to the bedside of the patient from the corridors of the health institution. Caring is a calling for the Registered Practical Nurse (RPN) who travels a path well marked over the past 60 years by others who have proudly displayed the badge of excellence that is the RPN.

This front-line knowledge worker stands the test of time ensuring the needs and wants of patients do not take a back seat to delivery system demands or shortcomings. The RPN is both an advocate for and conduit of the highest standards of patient care. Competence in nursing, for the RPN, is a combination of education, experience and ethics.

As the complexity of illnesses has increased over the years, so too have the practice standards, required skills, competencies and independent decision making required of the RPN. A career in nursing, particularly one as an RPN, is one of opportunity as the health-care system evolves to improve the efficiency and effectiveness of care without sacrificing quality. The RPN is well positioned to be a human resource solution to health care in many settings, from hospitals to long-term care facilities, to health information services, home care, primary care and public health.

RPNs are blazing a trail within the new health-care paradigm, forging a professional journey of opportunities emerging from radical structural changes in the health-care system. Becoming an RPN gives you a fast track to a career in health care, but it’s through membership in the RPNAO, Registered Practical Nurses Association of Ontario, that RPNs gain a strong voice and a place at the health care decision-making tables.

Active involvement in the Association helps RPNs develop their careers through further education, by being involved in committees and by taking a leadership role in promotion of the Registered Practical Nurse. Get involved and join the thousands of students, new graduates and experienced nurses across the province in practical nursing.

Being an RPN puts you in health care’s front line!

Joanne Young Evans, CPHI(C), CAE
Executive Director
Phone: 905.602.4664
Fax: 905.602.4666
E-mail: info@rpnao.org

Mona Black, RPN
President

A career in nursing, particularly one as an RPN, is one of opportunity as the health-care system evolves to improve the efficiency and effectiveness of care without sacrificing quality or patient outcomes.
**Ontario Occupational Health Nurses Association**

**Do Something Different With Your RN Degree**

Think outside the hospital. Specialize in Occupational Health Nursing. OHNs truly make a difference!

- Do you want to prevent illness and promote health and wellness beyond the workplace?
- Do you want challenge, diversity and the chance to continuously learn?
- Do you want to be respected for your knowledge and expertise?
- Do you want to work regular hours?

If the workplace is affecting an employee’s health, or if an employee’s health is affecting his or her work, then the intervention of an Occupational Health Nurse can make a difference. OHNs are valued for their ability to provide employee support and understanding.

**Unique Role In The Workplace**

Occupational Health Nurses work in non-health-related business and their role is unique to each workplace. They work closely with managers, supervisors and employees to provide integrated occupational health and safety services that maintain, promote and restore employee health, safety and well-being.

**Variety – Every Day Offers A New Challenge**

Variety and challenge await the OHN, as he or she can never predict the next assignment. It could be emergency or cardiac care; the development of health and wellness programs; disability case management; return to work assessments ... or any number of other programs!

**Business Savvy**

Occupational Health Nurses work with labour and management to design business strategies and develop and administer budgets that can help achieve a healthier bottom line.

**Continuous Learning**

If you like challenge, diversity and the chance for lifelong learning, you’ll like Occupational Health Nursing, where you will have the opportunity to expand your knowledge in such fields as Human Resources, Safety, Business, Ergonomics and Infection Control.

**Proactive Health Care**

With today’s focus on outpatient and holistic health care, Occupational Health Nurses have the skills, expertise and knowledge to deliver.

**We’re Here To Help**

Questions? Please contact the Ontario Occupational Health Nurses Association. Devoted to the needs and development of more than 1,200 OHNs, OOHNA provides educational opportunities through conferences and workshops, research and education funding, a peer-reviewed Journal and a newsletter. We provide liability insurance designed specifically for nurses in industry. Employers can also take advantage of our program to recruit OHNs.

**How Do I Become An Occupational Health Nurse?**

Visit the OOHNA website at www.oohna.on.ca and click on Education Resources for a list of colleges and universities offering long-distance and in-class OHN courses.

**OOHNA**

#605-302 The East Mall
Toronto, Ontario
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Phone: 416-239-6462
E-mail: administration@oohna.on.ca
Website: www.oohna.on.ca
Win! THE GRAND PRIZE IN OUR THIRD ANNUAL SURF ‘N SANDALS GIVEAWAY

Enter now at OntarioNursing.ca

For a chance to win a one-week, ultra all-inclusive vacation at Sandals/Beaches in Cuba, including airfare from Toronto.*

Register now and receive a $150 coupon for any Sandals/Beaches resort in the rest of the Caribbean.

Who’s Eligible?

- Nursing Students
- Faculty Members
- Nurses

*You must register by March 16, 2006. Some conditions apply. See full contest rules at OntarioNursing.ca.
We Make the Difference …

Pioneering services for individuals in a caring community

www.responsive.on.ca
Barton Place, Lincoln Place and The O’Neill Centre are progressive long-term care facilities located in downtown Toronto that are fully accredited by the Canadian Council on Health Services Accreditation. They are active members of the Ontario Long-Term Care Association with representation in elected office.

These facilities welcome nurses [RNs and RPNs] who have excellent communication, interpersonal and leadership skills. They are searching for those nurses who are forward thinking, team oriented and enthusiastic about developing and implementing new initiatives. New graduates and seasoned nurses are invited to become an integral part of their supportive and friendly environments.

Promotion and ongoing support of training and educational programs to enhance personal and professional growth is a priority in each of the facilities, recognizing that each nursing staff member is an important contributor to the health-care team. If you are seeking a challenging and rewarding role, where the nurse practices with autonomy by utilizing superior assessment skills, then long-term care is the route to take.

Join Our Team

Opportunities are bountiful for a nurse in all three facilities. Positions such as unit supervisor, nurse manager, special projects co-ordinator, staff development co-ordinator, behavioural nurse specialist, nurse practitioner, director of nursing and administrator are some that are available to nurses wanting to further develop themselves and take on different nursing and administrative roles.

Interdisciplinary team membership is open to all in each of the facilities. Nurses are encouraged to participate in the teams and to be part of the decision making process. The teams include, but are not limited to, resident care and services, environmental services, infection control, human resources, management information services, behaviour management and occupational health and safety.

What we Value: PEOPLE

P – Participation
E – Excellence
O – Open Communication
P – Performance
L – Longevity of the Organization
E – Efficient Use of Resources
Dare to Defy Disability

Every year, 7,500 children from across Ontario benefit from Bloorview MacMillan Children Centre’s hospital care, outpatient clinics, specialized services and community outreach programs.
Dedicated

Bloorview MacMillan Children’s Centre in Toronto is an internationally recognized organization dedicated to enabling children and youth with disabilities and special needs to achieve their personal best. The passion to break through disability barriers is felt as strongly by the dedicated staff as it is by the children, youth and families served. Bloorview MacMillan’s vision is summed up in two words: Defy Disability!

Supporting Children and Families
At Bloorview MacMillan, our family-centred care model puts families front and centre in the decisions and delivery of health care. Nurses incorporate principles of Family Systems Nursing (FSN) into their practice. The FSN model focuses on the whole family as the unit of care and involves assessment, intervention and communication. FSN supports the development of meaningful relationships and partnerships between nurses and families such that mutual trust, regular communication and co-operation contribute to meeting the health needs of each client and family.

Nurses are pivotal to co-ordinating care for children and families. As key members of the interdisciplinary team, they are active participants in family and interdisciplinary meetings. Other clinical staff, including therapists, speech-language pathologists, psychologists, pharmacists and physicians, act in collaboration with nursing staff to achieve the best possible outcomes.

Choose your Area of Interest

Nurses at Bloorview MacMillan have many opportunities to enhance their practice. We offer exciting nursing opportunities in both inpatient and ambulatory care. The hospital has approximately 75 beds serving young people who have rehabilitation, complex continuing care and respite needs.

Rehabilitation

Young people may need rehabilitation following surgery or a trauma, such as an acquired brain or spinal cord injury, or a severe burn. They may also require these services due to an underlying medical condition such as juvenile rheumatoid arthritis. Nurses at Bloorview MacMillan work with children and their families to maximize their abilities and integrate them back into their home, school and community. Rehabilitation is provided on both an inpatient and outpatient basis.

Complex Continuing Care

Children and youth who have disabilities may have unstable chronic illnesses or multi-system disease. Many clients have tracheostomies or require mechanical ventilation. They require complex nursing care and ongoing specialized assessment and intervention. Nurses are key members of the team facilitating care delivery and discharge home, whenever possible.

Committed to Learning

Bloorview MacMillan Children’s Centre is an academic health sciences centre, fully affiliated with the University of Toronto. This association underlines Bloorview MacMillan’s commitment to research and continuous learning. We are committed to supporting nurses’ professional development through bursaries and tuition reimbursement programs. Multiple opportunities exist for nurses to participate in rounds, workshops, conferences and in-services.

Nursing students seeking to enhance their experience have the opportunity to work as health-care providers (HCPs) at Bloorview MacMillan. Each summer, we hire university nursing students to work as HCPs on our inpatient units. They also have opportunities to work part-time during the year.

RNs at Bloorview MacMillan are non-unionized, yet receive the same compensation rates as unionized Ontario Nurses Association (ONA) nurses. Bloorview MacMillan is the first hospital in Ontario to develop a partnership with the RNAO. The full cost of regular membership in RNAO, as well as membership in the Ontario Association of Rehabilitation Nurses (OARN) and the Paediatric Nurses Interest Group (PedNIG), is covered for all full-time and part-time staff.

Bloorview MacMillan is proud of our nurses! Nurses participate on various committees and task forces and their influence is felt in our policies, procedures, goals and strategic plan. A Nursing Council, formed and governed by nurses, serves to promote and enhance the profession and its practice at Bloorview MacMillan. If you are looking for an opportunity to develop meaningful relationships with clients, families and fellow professionals in a motivating and rewarding environment that recognizes and celebrates nursing excellence, join Bloorview MacMillan Children’s Centre.
Cambridge Memorial Hospital

The only missing piece is you.

Puzzled about your future?
Cambridge Memorial Hospital is a unique community-based health care facility in the growing city of Cambridge, Ontario. Bring your nursing skills and join our amazing team of professionals in building the finest hospital of its kind.

Call 519-621-2333, x1329 to speak to our recruiter about putting all the pieces together at CMH.

www.cmh.org
“As a community of nurses, we are professionals dedicated to working together to meet the needs of our patients.”

Kim Pittaway, RN
Nursing Professional Practice Representative

www.ontarionursing.ca
GENERAL INFORMATION

TYPE OF HCP: Addiction and Mental Health
LOCATION: Toronto
SITES: 4
NURSES: 650
TOTAL STAFF: 2,700

ALLIED HEALTH CARE PROFESSIONALS:
Social Workers, Psychologists, Occupational Therapists, Pharmacists, Recreation Therapists

NURSING POSITIONS

RN: Yes
RPN: Yes

CLINICAL PROGRAMS:
Addiction, Child Psychiatry, Women’s Program, Mood and Anxiety, Schizophrenia, Law and Mental Health, Geriatric Psychiatry, Dual Diagnosis, General Psychiatry

CONTRACTS:
Full time permanent, part time and casual shifts are available

SCHEDULING:
8-hour and 12-hour shifts are available

CLINICAL PLACEMENTS:
Nursing students from the Greater Toronto Area, Ontario and Canada

EXTERNSHIP PROGRAMS: No

NURSING SUPPORT

LEADERSHIP:
Chief of Nursing Practice and Professional Services, Deputy Chief of Nursing Practice, Advanced Practice Nurses

PAID EDUCATIONAL DAYS: Yes

ORIENTATION:
Hospital-wide orientation program, clinical and program-specific orientation that is individualized to address learning needs

CONTACT US/SEND RÉSUMÉ TO

Jane Almond
Recruiter, Human Resources
1001 Queen Street West
Toronto, Ontario M6J 1H4
E-mail: jane_almond@camh.net
Website: www.camh.net

After returning from the US, I welcomed the opportunity to work at CAMH, a recognized Centre of Excellence. It is a decision I have not regretted!

Four years later, I remain excited about and energized by my dynamic work environment. Our nursing leadership’s dedication to promoting accountable professional nursing practice and to ensuring a voice for nursing in decision making has empowered me to work with colleagues to implement processes which support efficient, effective, client-centred care.

I have access to unique educational programs, which enhance my practice, and to on-site programming that supports necessary self-care activities. CAMH has created an environment which facilitates my efforts to “walk” with clients as they journey towards health, and realized goals. The opportunities for personal and professional growth abound!”

ANITA MARTIN RN
Law and Mental Health Program, Queen Street site

I enjoy working in the Dual Diagnosis in-patient program. Each professional of the interdisciplinary team is treated as an equal member, and because of this, we are open to each other’s ideas. The patients are also a part of this team. We provide them with information about their needs and the options that are available to them so that they, too, can make informed decisions about their health care.

Working with individuals who are dually diagnosed is very challenging. To meet this challenge, I find it is essential to be creative when communicating with and helping the patients meet their own needs. The continuous support of staff and management, and the educational advancement opportunities provided by the program, contribute to a strong employee satisfaction level. Despite the demands and hard work, the successful outcomes of a patient’s treatment plan make the challenges even more meaningful and satisfying.”

RHEA OLOC-LOC RN
Dual Diagnosis Program, Queen Street site
The Centre for Addiction and Mental Health (CAMH) is Canada’s largest health sciences centre devoted to mental illness and addiction. We have a clinical role caring for people with severe mental illness and addiction, with an inpatient capacity of more than 600 beds, and extensive hospital and community-based outpatient services. As well, we have research, education and health promotion mandates.

Promoting Strong and Healthy Communities

All professional staff members at CAMH are committed to improving the lives of those affected by addiction and mental health problems, and promoting the health of people in Ontario and beyond. Our vision is strong and healthy communities, in which people with addiction and mental health problems can access appropriate and effective services and live as full participants. CAMH is a Pan American Health Organization and World Health Organization Collaborating Centre, and we are affiliated with the University of Toronto.

CAMH is currently engaged in an innovative redevelopment of the property on our Queen Street site. The plans for the new site are to replace the existing institutional character of the site with a normalized setting for client/patient care by transforming the approximately 27-acre property into an urban village. Neighbourhood streets will be extended, creating a series of blocks with various open spaces, parks, gardens and buildings. The initiative will regenerate the property, integrate CAMH into the surrounding community and contribute to the revitalization of the neighbourhood.

Opportunities for Professional Growth

Mental Health nursing involves building a professional therapeutic relationship with clients. This involves working to build partnerships with the clients, their families, health-care teams and the community. Nurses in this care setting must have excellent interpersonal skills that facilitate innovative, comprehensive and co-ordinated care.

At CAMH, there are many opportunities for professional growth and development. Many nurses hold positions in management and teaching, and advanced practice nurses work in every clinical area.

As a teaching centre, continuing education programs for practising professionals are a priority. There are on-site BScN degree and certificate courses in psychiatric nursing and forensic nursing. The Education and Publishing Department offers many workshops and conferences, and we have an on-site wellness program that offers yoga, massage and exercise classes throughout the year.

Contributing to Comprehensive Client-Based Care

CAMH is a leader in applying science to the workplace as well as influencing broader societal change. Each year, hundreds of research projects are underway in neuroscience clinical treatment and social policy. Across the organization, caregivers respect the social, physical, emotional, spiritual and psychological needs of clients. Nurses working here are proud of their contribution to the provision of comprehensive client-based care.

Make a Difference in Mental Health Nursing

The Centre for Addiction and Mental Health is the largest facility of its kind in Canada, and is recognized internationally for its excellence.
City of Hamilton

Promoting and Protecting Health

We invite you to launch an exciting and innovative nursing career in Hamilton, a thriving urban centre with comprehensive health-care services that evolve to meet the changing needs of its growing population.

www.myhamilton.ca
Experienced

Serving 500,000 residents that live in the communities of Hamilton, Ancaster, Dundas, Flamborough and Stoney Creek, our Public Health and Community Services Department plays an essential role in addressing and promoting the health and wellness of our citizens. Its effectiveness is driven by the valuable contributions of our more than 300 nurses – experienced, highly skilled and compassionate professionals who develop and implement a wide range of innovative health initiatives and activities. They work in a variety of programs with a diverse range of client populations in an ever-changing environment that fosters learning and evidence-based nursing practice.

Make a Difference in the Community

Nurses in the Public Health and Children’s Services Division may work in three core branches: Health Protection nurses work in programs such as outbreak control, communicable disease investigations, immunization clinics, infection control programs, sexual health and STD clinics, and tuberculosis control. Healthy Lifestyles and Youth nurses promote health and well-being through initiatives such as chronic disease prevention and injury/violence prevention. Parent and Child nurses help children and families through post-partum home and phone visits, prenatal education, breastfeeding support, injury prevention, parenting and early childhood development services.

Nurses in the Employment, Housing and Long-Term Care Division work in two main branches: in Community Programs, nurses provide a wide range of interdisciplinary social and public health services to individuals with addictions, mental illnesses and physical disabilities; youth, newcomers, the homeless, and those with low incomes. At Wentworth Lodge and Maccassa Lodge, nurses provide long-term care to those with physical and/or cognitive impairments through general medical care and 24-hour assistance with activities of daily living.

Enjoy a Diversity of Professional Challenges

A highlight of working as a nurse for the City of Hamilton is the diversity of challenges you will enjoy. Nurses work with individuals, groups and communities, addressing clients with various disabilities and disorders, at various stages of the life cycle to promote and protect health. They may apply their skills and expertise in different settings, including homes, community health centres, schools, street clinics, youth centres and residential facilities. Nurses have ongoing opportunities to move from one branch to another and to advance professionally to positions such as charge nurse or program manager.

Pursue Ongoing Learning Opportunities

We actively promote the professional growth of our nurses by providing regular onsite branch-specific learning opportunities that address various areas of professional practice. We support nurses in their pursuit of relevant off-site professional development opportunities such as college courses and conferences. Learning and growth is also achieved by ongoing opportunities to mentor up-and-coming nursing students from affiliated schools such as McMaster University and Mohawk College. Many of our Nurse Managers have cross appointments with McMaster and participate in tutoring nursing courses.

Advance the Profession of Nursing

Nurses enjoy the opportunity to work in an environment where their voices are heard and their input matters. They participate in branch-specific, inter-branch and departmental committees such as the Nursing Professional Advisory Committee, ONA Labour Management Committee and People Practices Committee. They also bolster our status as a teaching health unit by contributing their insights to research initiatives and program evaluation activities. Our annual Nursing Week recognizes the valuable work of our nurses and rewards them for excellence on the job.

Working in a multidisciplinary environment, nurses regularly interact with many different health-care and social services professionals and collaborate with them to deliver effective, individualized client care. These ongoing interactions make for strong collegial bonding that extend beyond the confines of the workplace, with nurses engaging in regular departmental and branch-specific social activities.

A City for All Seasons

Hamilton’s diverse and rich cultural and natural landscapes truly make it a city for all seasons. From the rugged beauty of the Niagara Escarpment, to the bounty of shopping and fine dining options, to the year-round cultural festivals, to the premier shows playing at several local theatres, Hamilton offers its residents a rich quality of life. You will be in close proximity to fine educational institutions such as McMaster University and Mohawk College, and to all other essential urban amenities, making Hamilton a great place to raise a family.

www.ontarionursing.ca
Choose a Charming Community with a Wide Variety of Nursing Choices

Nurses are wanted and needed in Chatham-Kent. To meet the community’s varied needs, the organizations that employ nurses are now working together to promote nursing and help hire new nurses. Contact the Chatham-Kent Nurse Retention and Recruitment Committee for information about career options in the community.

www.chatham-kent.ca

Chatham-Kent is opening its doors to welcome nursing professionals. The community has much to offer, including smaller scale working groups where your contributions can stand out. You will also enjoy the small-town friendliness and the wide variety of lifestyle and cultural pursuits. Nursing career options cover acute, community, psychiatric, long-term and retirement residence care as well as education.

A Great Place to Live

Nestled in the heart of southwestern Ontario, Chatham-Kent has a population of 107,000 within the 23 communities of various size and character – agricultural, rural, small town and small city – that make up the municipality. Recreational facilities include great beaches, exceptional golf courses, hiking trails, fishing, boating and provincial parks. There’s also a vibrant arts community, a rich heritage and excellent public, separate and private schools, as well as four college campuses. Windsor, Detroit, Sarnia and London are also within an hour’s drive.

Hospital and Acute Care Nursing

Chatham-Kent Health Alliance (CKHA) consists of two sites, a 216-bed hospital in Chatham and a 62-bed hospital in Wallaceburg.

The Southwestern Regional Centre is a provincially-operated chronic care facility under the Ministry of Community, Family and Children’s Services with 255 residents and 500 staff members.
Community Nursing

Eight organizations employ nurses in community nursing jobs:

The Chatham-Kent ACT (Assertive Community Treatment) provides comprehensive, individualized treatment, rehabilitation and support to those suffering severe and persistent mental illness.

Bayshore Health Care provides home and community health services.

The Chatham-Kent Community Care Access Centre provides case management, information and referral to community resources, access to professional and home support services and senior day program and long-term care eligibility assessment.

Canadian Mental Health Association provides psychosocial rehabilitation services to more than 250 seriously ill individuals living in the community.

Comcare Health Services, a nationally accredited home health care organization, offers nursing, home support and foot care services.

Public Health Unit offers prevention and early detection of chronic diseases; reduction or elimination of infectious diseases; reproductive, child and family health information and assistance; and health hazard response.

VHA Home Healthcare provides health care and home support services.

The Victorian Order of Nurses (VON), a national health homecare organization and registered charity, offers homecare services.

Long-Term Care and Retirement Residences

The community’s 13 long-term care and retirement residences provide a variety of nursing career options:

Blenheim Community Village, a retirement, assisted living and nursing home accommodations.

Chatham Retirement Resort, a retirement and long-term care residence.

Copper Terrace, a 151-bed accredited facility in Chatham with a specialized rehabilitation program.

Fairfield Park, a 99-bed long-term care facility in Wallaceburg.

Hudson Manor, a 50-bed assisted-living retirement facility in Tilbury.

Maple City Retirement Residence, a single-level retirement residence in Chatham.

Meadow Park Chatham, a 97-bed, long-term care facility with two respite beds.

Park Street Place Retirement Residence, a 60-bed retirement residence in Dresden.

Riverview Gardens, a 320-bed facility operated by the Municipality of Chatham-Kent to provide long- and short-term and respite care.

Residence on the Thames, an assisted-living centre for active seniors.

St. Andrew’s Residence, an 82-resident retirement home in Chatham.

Tilbury Manor Nursing Home, a bilingual, 75-bed, long-term care facility.

The Village Retirement Residence, an assisted-living and accredited long-term care facility in Ridgetown.

Nursing-Teaching/Education

There are 10 full-time nursing teaching positions and additional part-time clinical teaching positions at the Chatham Thames Campus of St. Clair College. Courses include Collaborative Nursing (RN), Practical Nursing and Personal Support Worker.

CONTACT US/SEND RÉSUMÉ TO:

Take the first step ...

Visit our community web portal for more information. Click on “Nursing Opportunities” under “Jobs” at www.chatham-kent.ca, call 519-352-8401 ext. 3602 or e-mail CKnurseswanted@chatham-kent.ca.
Grey Bruce Health Services

WORK IN BEAUTIFUL GREY BRUCE

Choose your style of nursing at Grey Bruce: specialty care or independent rural nursing

www.gbhs.on.ca
The sprawling Bruce Peninsula is sparsely populated and full of small country roads. In order to provide excellent medical care close to home for the approximately 150,000 residents, the system runs one large secondary-level acuity hospital in Owen Sound, as well as five small rural hospitals, in Lion's Head, Wiarton, Southampton, Meaford and Markdale, a clinic in Tobermory and a detox centre. The region attracts many tourists, retirees and seasonal residents, meaning that emergency room visits far outnumber what would normally be expected. All six hospital sites run 24-hour emergency departments.

Nurses Are Extraordinarily Well Represented at All Levels

A nurse administrator heads each rural site; the VP of clinical services is a nurse; and Pat Campbell, the president and CEO, is a nurse. “She knows and understands nursing at all levels and sets high standards for herself and all of our staff,” says VP Maureen Solecki.

At each site, nurses elect RNs and RPNs to represent their views on the Nursing Practice Council. New nurses are given extensive interviews so they can be matched up with the job they most want. For the past three years, the hospital has sent two nurses annually to The Dorothy Wiley Nursing Leadership Institute where they have designed projects that the hospital embraced. Currently underway is a study by the College of Nurses to determine ways to improve workload and working conditions.

Work in Rural or High Acuity Medicine

Nurses at Grey Bruce like the close relationships with physicians. If a nurse is interested in emergency medicine, he or she can work either independently at one of the rural sites or as part of a team at Owen Sound. All the rural hospitals have inpatient beds and busy ambulatory programs. They are active in the provision of a wide range of primary care services as well as general surgery, obstetrics, cardiac and orthopaedic surgery. Each one has up-to-date equipment and a nice physical plant.

The beautiful Owen Sound site, in a new building, high above town, is the major provider of specialist care in the two counties. It runs an extensive mental health program and a very large range of ambulatory care including dialysis, breast screening and rehab services. There is a level-two neo-natal intensive care unit, a general surgery and an oncology program, an excellent rehabilitation program and long-term care.

Nurses normally work at one site but can hold positions at multiple sites. General hospital orientation is two weeks; program orientation is tailored individually. The hospital has up-to-date video-conferencing for educational sessions. There is a resource centre for online searching and an excellent Health Sciences Library with a helpful librarian who will provide information packages.

Nurses love their jobs here. They are friends as well as colleagues. Most nurses stay for years and are a source of wisdom for new nurses. Units or rural hospitals organize many local social events, but there are also system-wide social events such as golf tournaments, ski days and curling bonspiels. An important event is the employee recognition dinner. Two years ago, an outstanding achievement award was presented to a nurse who planned and developed a palliative care program at the Markdale site.

Community support is so strong that the residents of Grey Bruce have raised several million dollars to purchase needed equipment. People love living here for the recreational opportunities and the active communities. As Maureen Solecki puts it, “there’s water, water everywhere.” It’s the place for scuba diving, sailing, snowmobiling, hiking, cross-country and downhill skiing. The salmon fishing is so good that the communities host several Salmon Derbies and big fish fry dinners. Grey Bruce is community living and community nursing at its best.
# Guelph General Hospital

## General Information

**Type of HCP:** Acute Care Community Hospital  
**Location:** Guelph  
**Sites:** 1  
**Nurses:** 547  
**Total Staff:** 1,100  
**Allied Health Care Professionals:** Dietitians, Physiotherapists, Occupational Therapists, Social Workers, Pharmacists, Speech-Language Pathologists, Respiratory Therapists, Laboratory & Diagnostic Imaging Staff

## Nursing Positions

- **RN:** Yes  
- **RPN:** Yes  
**Clinical Programs:** ER, Critical Care, Medicine, General Surgery, Family Birthing, Paediatrics, Ambulatory Care, Rehabilitation  
**Contracts:** Full-time permanent with benefits, casual and part-time permanent with percentage in lieu of benefits, temporary contracts  
**Scheduling:** Master rotation, self scheduling, 8-hour and 12-hour shifts, job share, weekend worker  
**Clinical Placements:** Placements are available for all health-care professionals  
**Externships:** No

## Nursing Support

**Leadership:** Acute Care Nurse Practitioners, Primary Care Nurse Practitioner, Clinical Nurse Specialist, Clinical Pathway Co-ordinator, Clinical Nurse Educators  
**Paid Educational Days:** Yes  
**Orientation:** We provide a general orientation program for all new staff on a monthly basis and also provide a comprehensive nursing orientation program

## Contact Us/Send Résumé to

Human Resources  
115 Delhi Street  
Guelph, Ontario N1E 4J4  
Phone: 519-837-6440 ext. 2721  
Fax: 519-837-6468  
E-mail: recruiting@gghorg.ca  
Website: www.gghorg.ca

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Healing Through Teamwork

The recently expanded and completely renovated Guelph General Hospital is a fitting complement to its modern, shared decision-making model of care delivery.
Dynamic

Guelph General Hospital is a dynamic 200-bed acute care hospital that relies on teamwork to deliver quality patient-centred care. The hospital’s dedicated staff of 1,100, of whom 547 are nurses, are included in decision-making processes as their insights and ideas are highly valued.

Guelph General is a completely remodeled Level II facility offering a wide range of services, including paediatrics, general medicine, critical care, surgery, ambulatory care, diagnostics, emergency services, short-term rehab, a family birthing unit and patient education. As a medium-sized facility, we also serve as a Regional Referral Centre for greater Wellington County.

Working as a Team

The hospital is developing a shared decision-making model, ensuring an interdisciplinary approach to point-of-care decision-making within a professional practice model. Nurses provide input on support and departmental teams, professional practice councils and a variety of other committees.

Learning Opportunities

Nurses are supported and encouraged to develop their professional portfolios, and to practise autonomously to the best of their ability within their scope of practice. A competency-based orientation is geared to nurses’ needs. During orientation, nurses are paired with an experienced preceptor, a nurse who spends time introducing the new employee to the hospital. Following orientation, nurses may take part in a mentorship program.

Nurses are encouraged to attend outside workshops and seminars as well as frequently run hospital in-services. A support program, including tuition reimbursement, is in place for nurses who wish to pursue education at college and university, as well as clinical skill development. To aid in both their studies and their health-care work, nurses have access to a learning centre, which is overseen by a staff librarian and fully equipped with an up-to-date library, computer labs and Internet access.

Guelph General is also a member of the Wellington County Health Network. This consortium provides opportunities for staff to participate in learning activities with members of other facilities across the region. Education topics focus on developing and refining leadership qualities.

Nursing practice is also supported through our Professional Practice Department. Clinical educators, clinical nurse specialists and nurse practitioners provide valuable support to our nursing staff. Nurses are also supported to develop and share their clinical expertise through participation in various specialty teams such as our palliative care team and our skin and wound team.

Exciting New Technologies

At Guelph General, nurses can offer quality care by making use of the latest health-care technologies, including the Picture Archival Computer System, which allows nurses to instantly access digital images such as X-rays and ultrasounds. Nurses are given a thorough computer orientation to introduce them to all hospital technologies.

Come to Work, Stay to Live

Guelph General works in partnership with the nurses’ union to ensure nurses have a high quality of working life. Schedules are flexible, with nurses working eight- or 12-hour tours. Job sharing options are also available.

The City of Guelph is a safe, close-knit community that offers many cultural, recreational and sporting activities. Exceptional continuing education opportunities are available with four universities, including the University of Guelph, University of Waterloo, Wilfrid Laurier University and McMaster University, all within a 45-minute drive. Geographically, Guelph is situated close to tourist areas such as Elora, St. Jacob’s and Toronto.

The hospital’s active social committee ensures nurses are given many opportunities to socialize together and with the rest of the hospital community by participating in annual events such as BBQs and dances. As well, events such as Nurse’s Week are celebrated with speakers, learning events, draws and dinners.

Nurses are a valued part of our hospital, where our mission is “Together with our community and guided by our values, we provide quality, patient-centred health care.”
Hamilton Health Sciences

Our Family of Hospitals

Hamilton Health Sciences is a family of five hospitals and a cancer centre serving more than 2.2 million residents of Hamilton, Central South and Central West Ontario. We offer a range of acute and specialized services responding to health-care needs from preconception through to aging adults. Each hospital has specific areas of expertise, and together, Hamilton Health Sciences is one of the most comprehensive health-care providers in Canada.

www.hamiltonhealthsciences.ca
Leadership

Hamilton General Hospital is the region’s sole provider of specialized cardiovascular and neurosciences care as well as the trauma centre for Central South Ontario. Chedoke Hospital provides inpatient and outpatient rehabilitation services and child and family services. Henderson General Hospital is a centre of excellence in orthopaedics, oncology, rehabilitation and outpatient surgery. McMaster University Medical Center provides Specialty Adult Services including women’s health, high-risk perinatal services and digestive diseases. McMaster Children’s Hospital is one of the country’s largest pediatric hospitals. The Juravinski Cancer Centre is one of eight regional cancer centres that provides leadership in treatment, prevention, research and supportive care.

Our Team

Hamilton Health Sciences (HHS) is the largest employer in Hamilton with nearly 10,000 employees and approximately 1,300 volunteers, who share a commitment to our values of respect, caring, accountability and innovation. The breadth and scope of services offered by HHS, in combination with a focus on academics and research, make it an employer of choice for many health professionals who want to work within a multidisciplinary team focused on providing safe, quality, patient- and family-centered care.

HHS employs 3,294 nurses who work in a range of roles which include direct patient care, Acute Care Nurse Practitioners, Clinical Nurse Specialists, Education and Development Clinicians and Nurse Clinicians.

Our Partners in Learning and Innovation

Through our affiliation with the Faculties of Health Sciences at McMaster University and Mohawk College, and the Schools of Health Sciences and Community Services at Conestoga College and Ryerson University, we offer an academic environment where patients benefit from some of the most talented health professionals and innovative treatments in the country.

Investing in Nurses

We recognize the importance of investing in nurses, and acknowledge their extraordinary commitment to patients and to the organization. Therefore, many initiatives have been implemented to enrich the professional careers of HHS nurses.

- New graduate full time positions are available around graduation time on the Nursing Resource Team, a centralized nursing medical surgical float pool. Nurses may career path to the critical care units after taking the in-house Critical Practice Orientation Program.
- Continuing education and professional development is supported by the Tuition Reimbursement Program, which provides up to $5,000 per eligible nurse annually and access to seven $1,000 bursaries.
- HHS has implemented corporate preceptor programs, scheduling practices, and eliminated the use of external agency nurses to further stabilize our nursing workforce.
- Funding from The Nursing Secretariat and Ministry of Health and Long-Term Care is targeted toward new graduate, late career and patient lift initiatives.

Nurses’ Viewpoints are Valued

Nurses participate in decisions related to patient care, professional practice and their work environment. Corporately, nursing is supported and advanced by a strong leadership model that includes a Chief Nursing Executive and four Chiefs of Nursing Practice.

The Shared Governance Model at Hamilton Health Sciences reflects a commitment to inclusive, responsive decision-making and a respect for nurses’ input at all levels of practice. Frontline nurses’ point of view is well represented at the Nursing Practice Council and five subcommittees, where membership includes new graduates. This nursing committee structure, and additional corporate committees such as Pain Management, Patient Safety and Patient and Family-Centered Care, ensure nurses have the authority needed to carry out their responsibilities.

These exciting opportunities and initiatives have earned HHS the 2004 Employer of the Year Award from the Registered Nurses Association of Ontario. If you are looking for a dynamic, innovative, challenging environment, where nurses are leaders in the delivery of safe, quality, patient- and family-centered care, Hamilton Health Sciences is the place to be.
Join Us on a Healing Journey

A challenging and rewarding nursing career awaits you at Homewood Health Centre, a leader in mental health and addiction treatment in Canada

www.homewood.org
Since Homewood first opened its doors 122 years ago in Guelph, the health centre established a track record for improving the lives of Canadians through highly specialized psychiatric services, a commitment to the highest standards of care and the achievement of positive outcomes. More than 4,000 inpatients and outpatients benefit from Homewood’s cutting-edge programs each year:

- Addictions;
- Integrated Mood and Anxiety;
- Eating Disorders, Canada’s largest inpatient program;
- Post-Traumatic Stress Recovery, the only inpatient program in the country;
- Older Adults (mood disorders, dementias and addiction);
- Intermediate Care and Rehabilitation (includes schizophrenia treatment, collaborative concurrent disorders program and psychiatric rehabilitation);
- Crisis Assessment and Stabilization; and
- Outreach programs.

Homewood’s commitment to creating a centre of excellence and to fostering a positive work environment has resulted in the achievement of several prestigious awards, including the RNAO Employer of the Year Award, the Ontario Hospital Association’s 2004 Healthy Hospital Innovators Award, the Guelph Quality Award, the National Quality Institute’s Canada Awards for Excellence Quality Award, and the 2005 Healthy Workplace Award.

Unique Career Opportunities

Homewood owes its continuing success to the dedication, energy and hard work of its 650 professional and highly trained staff, including its 250 nurses. Nurses at this 300,000-sq.-ft., 312-bed facility are involved in everything from health promotion and prevention to harm reduction, treatment, follow-up and relapse prevention.

Depending on their specific area of employment, nurses may work with inpatients, outpatients, or out in the community as part of an Assertive Community Treatment Team, helping those with serious and chronic mental illnesses. As new positions open up, nurses also have opportunities to move from one program to another or into nursing leadership positions.

Your Professional Development Matters

Homewood invests in its employees in a variety of ways, including the Tuition Assistance Program, through which nurses may access up to $2,000 a year to spend on external courses. Supports are also available for conferences, seminars and other learning opportunities in their professional area.

Nurses can enhance their practice by participating in various in-house learning initiatives, such as an ongoing lecture series that covers recent drug therapies, health issues in the workplace and more. Growth and leadership opportunities arise during mentorship experiences, where nurses can share their knowledge and expertise with students from Conestoga College and McMaster University.

Valued Members of the Health-Care Team

Nurses have many opportunities to contribute their insights through several different hospital committees, including Code Blue, Occupational Health and Safety, Infection Control and Focus Forward – which aims to maintain a healthy and progressive working environment for staff. Community Meetings and Grand Rounds also allow nurses to provide feedback on hospital matters and to share their particular expertise with other members of the health-care team.

High Quality of Life

A defining feature of working at Homewood is the chance to be part of supportive and high-functioning interdisciplinary teams. Camaraderie is encouraged through regular events and outings planned by the Homewood Staff Association, such as sports, tournaments, Christmas dances, staff barbecues and baseball games. And as patients do, nurses can take respite in the centre’s sprawling 47 acres of wooded land on the banks of Speed River, as well as enjoy the tennis courts, baseball diamond, patios, gardens, walking paths and outdoor labyrinth.

Homewood also promotes the spiritual, emotional and physical health of its employees through a variety of ways, including a gym and fitness centre with cardio and weight equipment, a whirlpool, aerobics classes, meditation sessions, relaxation chairs and access to massage therapy. Workside daycare, located on site, provides care for children ages three months to five years, with preference given to children of Homewood staff.

A Fulfilling Career Awaits You

If you’re ready to pursue an exciting and highly fulfilling career as a mental health nurse, and want to make a difference in patients’ quality of life, look no further than Homewood Health Centre.
Nurses at Kingston General Hospital and Hotel Dieu Hospital provide compassionate, high-quality health care in a dynamic academic research environment

**GENERAL INFORMATION**

**TYPE OF HCP:**
- K: Acute Inpatient Teaching Hospital & Ambulatory Centre (including Cancer Treatment, Breast Screening)
- H: Acute Ambulatory and Mental Health Services

**LOCATION:** Kingston

**SITES:** 2

**NURSES:** K: 1,117 RN, 22 RPN • H: 187 RN, 26 RPN

**TOTAL STAFF:** K: 3,141 • H: 949

**ALLIED HEALTH CARE PROFESSIONALS:**
- K: Pharmacist, Social Worker, Dietitian, Cardiovascular Perfusionist, Radiation & Respiratory Therapist, MRI, Ultrasound, Mammography, Echo, Radiology, Vascular, Laboratory and Biomedical Technologist
- H: Dietitian, OT, PT, Speech-Language Pathologist, Audiologist, Social Worker, Psychologist, Psychometrist, Pastoral Care

**NURSING POSITIONS**

**RN:** Yes

**RPN:** Yes

**CLINICAL PROGRAMS:**
- K: Cardiac, Critical Care, Emergency Medicine, Medicine, Oncology, Surgical/Perioperative/Anaesthesiology, Obstetrics/Gynecology, Paediatrics, Mental Health
- H: Extended Post-Anaesthetic Care Unit, Day Surgery, Psychiatry (Child, Adolescent & Adult), Urgent Care, Endoscopy, Children’s Outpatient Centre, Radiology, Diagnostics, CAT Scan, Family Medicine Centre, OR, Recovery Room, ENT, Pre-Admission, General Surgery, Breast Assessment, Diabetes Education, Ophthalmology, Adult Ambulatory Clinics

**CONTRACTS:**
- Full time with benefits, part time with percentage in lieu of benefits or pro-rata benefits (HDH)/optional benefits (KGH), temporary contracts, casual

**SCHEDULING:**
- K: Flexible scheduling, 8-hour & 12-hour shifts, weekend worker initiative
- H: Varies by program, many clinics run day shifts Monday to Friday

**CLINICAL PLACEMENTS:**
- RN, RPN, APN, CNS, PT, OT, MRT, Social Worker and Chaplain

**EXTERNSHIP PROGRAMS:** No

**NURSING SUPPORT**

**LEADERSHIP:**
- Charge Nurse, Advance Practice Nurse, Clinical Nurse Specialist, Clinical Nurse Educator, Professional Practice Leader, Program Manager, Program Director, VP & CNE

**PAID EDUCATIONAL DAYS:** K: Yes • H: Yes

**ORIENTATION:**
- Nurses provided with hospital, computer, clinical and program-specific orientation. The integration of new graduates is supported by extended orientation on a clinical teaching unit [KGH]

**CONTACT US/SEND RÉSUMÉ TO**

**KGH:** Phone: 613-549-6666 ext. 2365
Fax: 613-548-1334
E-mail: kghhr@kgh.kari.net
Website: www.kgh.on.ca

**HDH:** Phone: 613-544-3310 ext. 2381
Fax: 613-547-9331
E-mail: resumes@hdh.kari.net
Website: www.hoteldieu.com
Located in Kingston, mid-way between Toronto and Montreal, the hospitals are affiliated with Queen's University and work in partnership in the southeastern Ontario Academic Health Sciences Centre network. Nurses at both hospitals work as members of dedicated patient care teams in which the perspectives of numerous disciplines and care providers are welcomed and respected and contribute to the planning and delivery of care with local and regional partners.

About Us

Kingston General Hospital (KGH) is a 445-bed tertiary care teaching and research hospital. Expert patient and family-centred care, education and research are central to the organization’s mission. Staff at KGH number more than 3,000, including 1,100 Registered Nurses (RNs) who provide critical care, trauma care, inpatient and ambulatory care for more than 500,000 residents in southeastern Ontario. Numerous specialized services exist, including cardic, stroke, end stage renal disease, orthopaedics, paediatrics, perinatal, palliative and cancer care.

Hotel Dieu Hospital is an acute ambulatory and mental health services centre (including 34 adult and eight child/adolescent inpatient beds). With a staff of more than 950, including 200 nurses, the hospital provides health care to more than 350,000 patients annually. Hotel Dieu houses 13 ambulatory clinics, including a unique Children’s Outpatient Centre, renowned Ophthalmology service, Regional Diabetes Education Centre, Congestive Heart Failure Clinic, progressive Day Surgery service and 14-hour Urgent Care Centre.

A Place to Grow

At KGH and Hotel Dieu, nurses are encouraged to improve existing skills and acquire new ones through a wide variety of educational initiatives such as in-services, workshops and conferences. Nurses have access to an extensive library at Queen’s University, as well as a network of clinical educators, nursing education specialists and advanced practice nurses. Scholarship money is available to help nurses pay for educational programs at a variety of post-secondary institutions within the region. Nurses also have access to in-house scholarships and bursaries, plus interest-free loans (KGH) for educational costs and computer purchases.

Having a Voice

At KGH and Hotel Dieu, clinical nurses contribute to decisions impacting their practice through representation on Nursing Practice Councils, Unit-Based Councils and interdisciplinary Professional Practice Councils. Opportunity also exists for involvement on patient care, quality management and fiscal advisory teams. Numerous program-specific, corporate leadership and research opportunities exist for nurses, and career advancement is encouraged and supported in clinical, educational, research and administrative areas.

A Hub of Research and Technology

Kingston General Hospital is a leader in nursing research. A PhD-prepared nurse and career scientist leads the Nursing Research Program. KGH nurses actively participate in research projects and clinical trials in areas such as cardiovascular nursing, oncology and end-of-life decision-making.

Nursing research projects at Hotel Dieu Hospital focus on congestive heart failure and treatment of GI disorders. Nurses are also currently involved in research work related to wait list management strategies for breast health.

Nurses at KGH and HDH work with the latest technologies, such as sophisticated laser equipment, monitoring equipment and computerized patient information systems. A joint Queen’s University-Hotel Dieu-KGH Practice and Research in Nursing Group has recently been established to promote research translation, transfer and utilization of best-available evidence in nursing practice.

Valuing a Quality of Life

Our hospitals recognize that quality of work life is important, and offer many services to improve the health and well being of their nurses, such as on-site fitness programs, wellness centres and massage therapy.

When nurses aren’t working, they can take advantage of living in Kingston, a city that has been named one of Canada’s top five cities for business and lifestyle. History, culture, sailing and recreation, entertainment and a rich academic community combine to make Kingston a showcase for quality living.
London Health Sciences Centre

Choose LHSC for All the Right Reasons

Together we care, we learn, we discover.
London Health Sciences Centre, a university teaching hospital, is committed to improving health. Building on our tradition of leadership and partnership, we champion patient-centred care, a spirit of inquiry and discovery, and a commitment to life-long learning.

www.lhsc.on.ca
This is the mission statement that guides London Health Sciences Centre (LHSC) staff in professional practice. The leading tertiary and quaternary care centre in Southwestern Ontario, LHSC is a teaching and research health-care facility. LHSC staff members possess an energy and driving vision to pursue excellence in patient care and health care innovation. In this high-acuity, multi-site hospital, more than 8,000 staff care for more than 650,000 patients annually. Nurses utilize their skills in a team-oriented environment that fosters and encourages professional growth and development.

Caring for the Community... Innovating for the World

LHSC provides emergency services, general and family medicine, and surgical care for the local population. Many programs and staff are recognized internationally as a result of the major contributions made towards the advancement of nursing care and medicine around the world.

Clinical Neurological Sciences, Cardiac Care, Critical Care/Trauma, Multi-Organ Transplantation, Women’s Health, Reproductive Medicine, Children’s Care and Orthopaedic/ Sports Medicine are among the outstanding programs LHSC offers its patient population. The exceptional nurses and staff that work at LHSC are caring for their community as they continue to innovate for the world. Nurses at LHSC are an integral part of the health-care team. Following the Patient-Centred Care Model provides higher levels of patient satisfaction and, in turn, enhances a nurse’s level of job satisfaction.

Life in ‘The Forest City’ is a pleasant mix of metropolitan life with its many cultural events and annual festivals, and a small-town atmosphere. Beautiful parks line the Thames River with walking, biking and in-line skating paths. It’s all within an hour’s drive of the sandy beaches and resort villages on Lake Huron and Lake Erie.

A Commitment to Education for Nurses

Nursing staff members are given guided orientation as they begin to work in the various areas of care. Length of orientation varies, depending on the unit and the nurse’s needs. To further support their professional development, all our new nurses take part in preceptorship programs, each of our inpatient units has access to a clinical educator and most of our units have advanced practice nurses.

Nurses are encouraged to take advantage of the continuing education opportunities that are made available to them. Clinical educators organize on-site programs and technology training updates. They also give guidance in choosing off-site certification and degree qualifications. There are opportunities to keep up to date through conferences, workshops and one-on-one support. A variety of continuing education funding support opportunities and bursaries are available to staff.

More than 50 educational institutions have affiliations with LHSC, including The University of Western Ontario and Fanshawe College. Each year, more than 1,000 students and post-graduate trainees study with the expert staff working at LHSC. Scheduling is flexible and some nurses cross train in two areas for more flexibility.

A Shared Leadership Model

As part of LHSC’s commitment to shared leadership, nurses have a voice through the Nursing Professional Practice Council (NPPC), on which nurses across the organization collaborate in order to enhance patient and family care through the use of evidence-based practice. This council also works to continually enhance the quality of work life for nurses at LHSC.

London Health Sciences Centre is proud of the team of highly skilled and innovative nurses that work here. Likewise, the people of London are proud and supportive of their hospital and its employees.
Niagara Health System

The Promise of a Healthy Niagara

The Niagara Health System (NHS) is the major provider of acute health care within an integrated system of seven hospitals, which enables the provision of specialized services to our communities within the beautiful Niagara Region.

www.niagarahealth.on.ca
More than 4,240 staff members at NHS serve a population of 420,000 in a variety of settings, including full-service acute care, community hospital care, primary care, transitional care and rehabilitation, and outpatient assessment and treatment. It is precisely this wide variety of environments that provides nurses with the unique opportunity to pursue their goals in a care setting that suits their individual needs.

An overview of our specialty care services includes Regional Vascular; Dialysis; Tissue Viability; Palliative; Stroke Care; and Mental Health. In addition, the NHS is excited about the future development of our on-site Niagara Regional Cancer Treatment Centre.

Quality of Worklife

Committed to providing a healthy workplace, we are pleased to have a dedicated “Quality of Worklife Department” taking the lead. To accelerate this process, the NHS is commencing its third of a five-year Performance Excellence Initiative that builds on both leadership and frontline involvement to fulfill our goal of becoming the health-care leadership and frontline involvement to excellence initiative that builds on both.

Building on our success, nursing staff are excited about our involvement in the Ontario Hospital Association Pilot Mentorship Program that supports experienced nurses mentoring new recruits or those returning from leave.

Plans are in place to expand this program to include RPNs and are being coordinated through the Nursing Professional Development Committee, supported by the Ontario Nurses’ Association, the Service Employees International Union and the NHS.

Professional Practice Development

The Nursing Professional Practice Council was born out of a successful RNAO Advanced Leadership Fellowship Initiative serves to improve patient outcomes through:
- Supporting excellence in professional nursing practice;
- Reviewing, interpreting and disseminating information.

This year, the council is being co-chaired by an RN and RPN to truly reflect “RNs and RPNs – Working Together” as promoted by the Ontario College of Nurses.

The Nursing Professional Development Committee is a joint committee between the hospital and the Ontario Nurses’ Association whose purpose is to assist the NHS in supporting professional accountability, continuous learning and enhanced opportunities for career development. This year, the committee launched the first annual Nursing awards during Nurses Week and its first monthly newsletter.

Nurse Mentorship Program

“At this time, there are only a few established mentorship programs in place in Ontario, and we are building on their experience to offer a high-quality program from which our nursing staff will benefit.”

The Registered Nurses Association of Ontario continues to support the wonderful work the NHS is undertaking as one of seven Nursing Best Practice Spotlight Organizations within the province. The partnership reflects the NHS’ demonstrable track record with RNAO best practice guidelines, in addition to the record number of successful RNAO Advanced Clinical Fellowships the NHS has received.

The Registered Practical Nurses Association of Ontario has also recognized the NHS’ commitment to nursing in having awarded it the two RPNAO Nursing Fellowships.

Reflecting the current focus on patient safety, the NHS is actively engaged in research with the nursing faculty of the University of Toronto and Safer Healthcare Now.

Advancing Professional Practice

The number of Nurse Practitioners is extending Class opportunities continues to increase with six positions in the areas of Addiction Services, Ambulatory/Pediatrics and Primary Health Care, and Stroke. The NHS has also provided clinical placements for student NPs in Emergency.

Nursing Educational Opportunities

The NHS continues to demonstrate its commitment to education for nurses through the strong ties established with local colleges and universities, as well as initiatives such as the Critical Care and Operating Room Internship Programs, which are part of the comprehensive nurse recruitment, training and retention plan currently underway.

NHS offers nurses the opportunity to make a real difference in the evolution of health care in the Niagara Region, and the region itself offers one of the most diverse and breathtaking landscapes in the world.
Providence Continuing Care Centre

Dedicated to Excellence and Compassionate Care

Providence Continuing Care Centre (PCCC) is the leading regional provider of non-acute health care in southeastern Ontario and a major centre for teaching and research.
We care

PCCC plays an integral role in the health-care system, taking over where acute care hospitals leave off. We care for patients coping with cancer, requiring rehabilitation services or longer-term care, or who are experiencing mental illness, with a focus on quality of life for our patients.

A 654-bed multi-site health care provider, with an operating budget of more than $103.5 million and over 1,900 staff, PCCC delivers holistic care to patients as they progress through different stages of healing, and make the transition from hospital to their homes or community settings.

Serving patients in Kingston and the surrounding region, PCCC delivers care through numerous community locations and four main sites:

- **St. Mary’s of the Lake Hospital in Kingston:**
  Physical medicine and rehabilitation, specialized geriatrics, complex continuing care, respite and palliative care.

- **Mental Health Services in Kingston:**
  Adult treatment and rehabilitation services, geriatric psychiatry services and regional forensic services.

- **Providence Manor in Kingston:**
  Long-term and respite care, Day Centre, Day Away Program, Attendant Care Outreach program and supported living program.

- **St. Vincent de Paul Hospital in Brockville:**
  Rehabilitation services, complex continuing care respite and palliative care.

**Nurses Make the Difference**

More than 500 nurses work in all areas of care at PCCC. Employment begins with three to four full days of classroom orientation, five or more supernumerary shifts and specialization training.

PCCC nurses enjoy a diversity of challenges that comes from working in the different areas of care, and with a range of inpatients, outpatients and clients living in the community. As our nurses hone their skills and expertise, there are many career development opportunities such as nurse clinician, clinical nurse specialist, nursing supervisor or director, applications co-ordinator, professional practice leader, team leader or clinical informatics.

**Supporting Growth and Skill Enhancement**

Supporting the professional development of its nurses, PCCC offers numerous free and ongoing internal workshops, seminars and courses that cover a diverse range of technical, management, leadership and teamwork skills. The PCCC Foundation helps fund external training and education opportunities for staff through bursaries.

Nurses also have the opportunity to learn through PCCC’s strong affiliation with Queen’s University and St. Lawrence College. Nurses can act as designated preceptors to nursing students throughout the year, and formally or informally mentor students as well.

**Contributing to Excellence in Nursing**

The input of nurses is critical to refining and enhancing nursing practice at PCCC. Nurses share their insights and contribute to the development of related best practice models through a wide range of hospital committees and working groups, such as Nursing Practice Council, point-of-care testing, occupational health and safety, the urinary incontinence team and the seclusion/restraint task force.

Nurses may also participate in several exciting research initiatives, such as the Safer Healthcare Now, Hospital Reports for rehabilitation and complex continuing care, the Regional Palliative Care Integration Project and Coordinated Regional Stroke Initiative. Working in a progressive environment, nurses have access to state-of-the-art health-care technology, including PICC lines, IV pumps, CADD pumps, ultrasound tubs, AEDs and bladder scanners.

**Make a Meaningful Impact on Patients’ Lives**

You will be afforded the opportunity to practise non-acute care that is value driven and focused on quality patient centred care in which patients receive care for weeks, months or years. Our nurses build meaningful relationships with patients and their families. With a good nurse-to-patient ratio, our nurses have the time to address each patient’s emotional, physical, spiritual and social needs. Our nurses gain deep insights into health-care needs, enabling them to advocate for patients and to devise comprehensive treatment plans with other members of the multidisciplinary team.

**Stay and Play Where You Work**

Kingston has a distinct small-town charm, but all the amenities of a large city, including excellent theatre, shopping centres and diverse restaurants. Outdoor enthusiasts will enjoy living at the gateway to the 1000 Islands and Frontenac Provincial Park, and the abundant waterfront activity of the sailing capital of Canada. Families will appreciate the safe and community-oriented environment, the affordable homes, and being in close proximity to Ottawa, Montreal and Toronto.
Queensway Carleton Hospital

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<thead>
<tr>
<th>GENERAL INFORMATION</th>
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<tbody>
<tr>
<td>TYPE OF HCP:</td>
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<tr>
<td>LOCATION:</td>
</tr>
<tr>
<td>SITES:</td>
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<tr>
<td>NURSES:</td>
</tr>
<tr>
<td>TOTAL STAFF:</td>
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<table>
<thead>
<tr>
<th>ALLIED HEALTH CARE PROFESSIONALS:</th>
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</thead>
<tbody>
<tr>
<td>Dietitians, Occupational Therapists, Pharmacists, Physiotherapists, Technologists, Respiratory Therapists, Social Workers, Speech-Language Pathologists</td>
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<table>
<thead>
<tr>
<th>NURSING POSITIONS</th>
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<tbody>
<tr>
<td>RN: Yes</td>
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<tr>
<td>RPN: Yes</td>
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<table>
<thead>
<tr>
<th>CLINICAL PROGRAMS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acute Rehabilitation Services, Childbirth Services, Emergency Services, Geriatric Services, Medical Services, Mental Health Services and Surgical Services</td>
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<table>
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<tr>
<th>CONTRACTS:</th>
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<tbody>
<tr>
<td>Full-time, part-time, job sharing and casual positions</td>
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<table>
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<tr>
<th>SCHEDULING:</th>
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</thead>
<tbody>
<tr>
<td>Most units have master rotations with 8-hour and 12-hour shifts depending on the units. We offer a variety of scheduling approaches</td>
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<table>
<thead>
<tr>
<th>CLINICAL PLACEMENTS:</th>
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</thead>
<tbody>
<tr>
<td>Algonquin College, University of Ottawa, Heritage College, St. Lawrence College and others as requested</td>
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<table>
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<tr>
<th>EXTERNSHIP PROGRAMS:</th>
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</table>

<table>
<thead>
<tr>
<th>NURSING SUPPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEADERSHIP:</td>
</tr>
<tr>
<td>Clinical Directors, Nurse Managers, Nurse Educators, Clinical Nurse Specialists, Clinical Nurse Educators, Advanced Practical Nurse, Team Leaders</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>PAID EDUCATIONAL DAYS:</th>
</tr>
</thead>
<tbody>
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</tr>
</tbody>
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<table>
<thead>
<tr>
<th>ORIENTATION:</th>
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</thead>
<tbody>
<tr>
<td>Orientation to the hospital and individual programs is offered on a regular basis. Unit-specific orientation is based on the needs of the individual and program requirements</td>
</tr>
</tbody>
</table>

CONTACT US/SEND RÉSUMÉ TO

Queensway Carleton Hospital
Human Resources Services
3045 Baseline Road
Ottawa, Ontario K2H 8P4
Phone: 613-721-2000 ext. 3600
Fax: 613-721-4737
E-mail: careers@qch.on.ca
Website: www.qch.on.ca

Do More. Go Further. Never Settle

Make the most of each day. Connect with your colleagues. Challenge yourself. Exceed your goals. This is what it means to be part of the team at Queensway Carleton Hospital

www.qch.on.ca
Teamwork

You can feel it the moment you walk through our doors. A team working together. An environment of respect, guidance and support. A dedication to doing more, going further and making a difference. This is why you chose to pursue a career in health care.

Accountability • Innovation • Respect

Queensway Carleton Hospital is a patient and family-centred urban community hospital. We value accountability, innovation and respect. Providing a broad range of progressive acute care services to the people of Ottawa and the Ottawa Valley, our cornerstone programs include: Acute Rehabilitation, Childbirth, Emergency, Geriatrics, Mental Health, Medical and Surgical Services. We take pride in a strong patient focus, supportive environment and committed team of more than 1,500 health-care professionals, 200+ physicians, 400+ volunteers and the board of directors. At OCH, we strive to go further, make a difference and never settle.

Looking Ahead

As part of our commitment to the community, we have doubled the size of our facility in order to meet the needs of the continually growing Ottawa community. The 2005 expansion project resulted in a total of 282 acute care beds, a new 12-bed ICU, an enlarged Emergency Department, and on the horizon is the expansion of the ORs and lab facilities projected for completion in 2007. As we continue to move forward and expand, there’s a feeling of excitement and momentum at Queensway Carleton Hospital – one that encourages lifelong learning and achievement.

Picture Yourself in Ottawa

The scenic Ottawa Region is unique in its history, geography and lifestyle. Offering a wide range of urban and big city attractions, Ottawa is also within minutes of many outdoor adventures and wilderness activities. Often described as one of the most beautiful cities in the world, Ottawa residents enjoy a high quality of life, low crime rates, environmental cleanliness, first-rate public services, political stability, safe neighbourhoods and world-class education.

Nurse Mentorship Program

Our Nurse Mentorship Program, which is available in our ICU and Emergency units, is one of the few established mentorship programs in Ontario and further emphasizes our dedication to the professional development and education of our nursing staff. The program is a collaborative partnership between the Ontario Nurses’ Association and Queensway Carleton Hospital, and matches experienced nurses with new recruits or nurses who are returning from extended leaves. Both of these units have undergone significant expansion in the last year – the mentorship program has served to meet the recruitment needs of these growing departments.

A Learning Environment

As part of our commitment to providing our nurses with continuing education opportunities, we have developed partnerships with the University of Ottawa and Algonquin College. Nurses who are interested in pursuing degrees, specialty certificates or other educational opportunities can apply to our bursary program. In addition, Nurse Educators and Clinical Nurse Specialists are on staff to provide guidance and unit-specific educational opportunities for our nursing staff.

On-site seminars, workshops and in-services are offered on a regular basis to support evidence-based practice. We also support registered nurses who attend the RNAO Best Practice Champions Program and continue to implement published best practice guidelines through the Nursing Research Committee. In addition, a professional skills development program was launched in 2005 to assist our RPNs in exercising their full scope of practice.

Nursing Professional Practice

The Queensway Carleton Hospital is building on a strong culture of Nursing Professional Practice. There are several well-established committees that report to the Chief of Nursing, including: Nursing Research, Nursing Education, Skin Care and Falls Prevention. In addition, the Nursing Professional Practice Committee will review its membership and mandate in the upcoming year and develop its five-year strategic plan.

Expand Your Horizons

This is why you chose a nursing career – because there’s so much more you can do. Our supportive, rewarding and motivating environment will help you to truly make a difference in the lives of your patients as well as your colleagues. Learn something new each day. Seize opportunities to grow and develop. Continue to be inspired.
St. Joseph's Health Centre Guelph

Committed to Adaptable, Individualized Care

We are committed to innovative service delivery and improved knowledge through education and research

www.sjhh.guelph.on.ca
Since opening its doors in 1861, St. Joseph's Health Centre (SJHC) has played a central role in the health care of Guelph and the surrounding area. Helping the community through epidemics, the Depression and two World Wars, the centre has constantly evolved to meet the changing demographics of the citizens it serves.

Today, St. Joseph's is a 254-bed facility focused on delivering effective long-term care, complex continuing care, rehabilitation services and community outreach programs such as an Alzheimer Day Centre and an "Out 'N About" program that provides social and recreational stimulation for community-dwelling seniors. SJHC also offers outpatient services such as speech therapy, occupational and physical therapy, hearing assessments, driving assessments, bone densitometry and consultation with a geriatrician.

With an annual operating budget of $25 million, our 400 staff members are able to efficiently serve a catchment area that encompasses Guelph and Wellington County.

Nursing staff can work on a full-time, part-time, temporary or casual basis, and follow a master rotation with self-scheduling of four-, eight- and 12-hour shifts.

Join a Team of Sensitive and Highly Qualified Staff

In keeping with our mission to provide exemplary resident-centred care and to cherish the sacredness of life at all stages, we’ve designed a welcoming residential section organized in a series of 18-bed “neighbourhoods.” The low-rise design of the facility and friendly, homelike atmosphere provide patients with privacy, independence and dignity while facilitating programs that restore or maintain social and physical functioning.

In the St. Joseph's philosophy of care, called the Enhanced Living Model, or ELM, the multidisciplinary team develops individualized and holistic “life plans” for each resident that consider the importance of relationships and personal choice. Nurses contribute to the delivery of quality care by sharing their skills and clinical expertise in a professional, caring and spiritual environment.

Nurses can participate in a variety of committees dealing with issues such as professional practice, infection control, labour management, quality of work life, quality assurance and risk management. Nurses will also have the opportunity to provide input on the hiring process through participation in panel interviews.

Continue Your Education for a Lifetime

In addition to the general orientation for all new staff, nurses at St. Joseph's will be mentored during the orientation to their particular clinical area. To adapt to the ever-changing health-care landscape, we also provide nurses with a variety of professional development opportunities such as “one-to-one training” with the clinical educator, and workshops on relevant topics such as peritoneal dialysis, dementia and delirium, new infection control measures, the use of equipment such as infusion pain pumps, and more.

Nurses can also take advantage of our in-house library, which includes current journals, textbooks, and reference search support from our librarian. St. Joseph's Health Centre also maintains affiliations with Conestoga and Humber colleges and accommodates their students who are seeking clinical placements.

Nurses interested in pursuing more formal education can access the Sisters of St. Joseph Scholarship Fund, which reimburses up to 80% of tuition costs (upon presentation of proof of successful completion of a program). Professional development is encouraged and supported, and nurses can work to join our team of leaders that includes Managers, Clinical Practice Leaders, a Clinical Educator and an Occupational Health & Infection Control Nurse.

Quality of Life Both Inside and Outside of the Hospital

All staff members work closely together in a supportive, collegial environment. Our Social Committee plans golf tournaments, trips to theatrical performances and an annual Christmas party. In the larger community, nurses can take advantage of the low cost of living of Guelph, which features all the amenities of a large city, but with a cozy, small-town feel.

We offer nurses the opportunity to enjoy challenging and meaningful careers while they apply their knowledge and skills in the dynamic and rapidly growing speciality area of medically complex and geriatric long-term care. Nurses at St. Joseph's deliver health-care services with patience and compassion, and develop close and enriching relationships with patients and their families.
St. Joseph’s Healthcare Hamilton

It is an Honour to Serve Our Community

Nurses Take on Leadership Roles at St. Joseph’s Healthcare Hamilton

www.stjosham.on.ca
St. Joseph’s Healthcare Hamilton exemplifies excellence in health care and is a centre of leading-edge medical research and health sciences technology. It is one of Canada’s premier teaching hospitals and features one of the busiest Emergency and Maternal/ Newborn departments in the province of Ontario. Along with being the home of the world-class Firestone Institute for Respiratory Health, it is a major centre for numerous specialties, including Mental Health, Kidney Transplantation and Dialysis, Head and Neck Cancer Surgery and Thoracic Surgery.

St. Joseph’s is a teaching hospital affiliated with McMaster University and Mohawk College that blends innovative, high-quality health care with an ethos of compassion and caring. Nurses at St. Joseph’s are encouraged to take leadership roles in providing evidence-based, patient-centered approaches to health care in both hospital and community settings.

Innovative Ideas

The hospital is recognized as an exciting centre of research that fosters new ideas. Among its many innovations, the hospital developed the first free-standing ambulatory site in Canada, and researchers created the Aerochamber and the Lung Alert dip stick.

A Chance to Grow

St. Joseph’s 1,500 nurses are leaders in patient care, education and research. They are involved in national and international nursing and interdisciplinary research projects, of which they are often the principal investigators. St. Joseph’s offers nurses many learning opportunities. They begin their career at St. Joseph’s with a competency-based orientation program, followed by an extensive mentorship program. Funding is available for external continuing education and nurse educators run many internal workshops and seminars.

Nurses also find support to complete a variety of certificate programs and RNAO fellowships in such areas as Palliative Care, Mental Health, Geriatrics, Perioperative Nursing and Diabetes. The hospital offers two unique and innovative education programs, one in laparoscopic surgery and the other, in concert with McMaster University, in psychiatric mental health nursing.

Nurses as Leaders

Nurses have a variety of exciting career opportunities to choose from at St. Joseph’s. They can practise direct patient care or move into expanded roles with further education, such as clinical nurse specialists or educators. As part of the Ontario Nurses’ Association, St. Joseph’s nurses are paid competitive salaries and benefits, with shifts ranging from 7.5 hours to 11.25 hours.

Many nurses at St. Joseph’s are in key leadership roles, making decisions at the bedside and throughout the institution. Nurses are in positions such as directors, managers and nurse practitioners. As part of the many roles they play, nurses sit on the executive team, the nursing advisory council, unit-based nursing practice councils and hospital-wide committees. At St. Joseph’s Healthcare, nurses are encouraged to attend national and international forums on excellence in their profession. They also take on teaching roles working with our academic partners, such as McMaster University and Mohawk College, and work with organizations such as the Canadian Nurses Association to help them develop standards and certification exams.

St. Joseph’s nurses are the largest group of the RNAO’s Best Practice Champions. Many have contributed to the development and evaluation of RNAO Best Practice Guidelines. Hospital-wide implementation of nursing best practices and evidence-based care is the goal of St. Joseph’s nurses to ensure patient safety and quality of worklife.

New Facilities, Great Community

St. Joseph’s has invested more than $150 million to develop state-of-the-art facilities and communities of interdisciplinary practice in its new 10-storey tower. Mental Health, Dialysis and Complex Continuing Care are particular areas of growth. All are located in the heart of Hamilton, a vibrant, affordable city that offers a multitude of cultural and recreational facilities. It is a medical and university community, where health care is the largest employer.

Caring Hospital Community

Nurses at St. Joseph’s are passionate about integrating scientific knowledge with a deep commitment to caring. They are dedicated to their patients and professional practice. Hundreds of nurses are recognized every year for their extensive service and commitment to the hospital, and an annual nursing dinner recognizes nominees for Excellence in Nursing. Nurses adopt their hospital’s motto in everything they do. They truly believe, “It is an honour to serve our community.”

www.ontarionursing.ca
St. Joseph’s Health Care, London

Find Yourself at St. Joseph’s …

Making a difference. St. Joseph’s Health Care London has a distinguished legacy of service to the London community, Southwestern Ontario and the veterans of Canada

**GENERAL INFORMATION**

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<thead>
<tr>
<th>TYPE OF HCP:</th>
<th>Teaching Hospital</th>
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<tbody>
<tr>
<td>LOCATION:</td>
<td>London</td>
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<tr>
<td>SITES:</td>
<td>5 major, 20 community/regional</td>
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<tr>
<td>TOTAL STAFF:</td>
<td>5,300</td>
</tr>
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<td>NURSES:</td>
<td>1,940</td>
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**ALLIED HEALTH CARE PROFESSIONALS:**

- Social Workers, Physiotherapists, Occupational Therapists, Psychologists, Registered Dietitians, Speech-Language Pathologists, Therapeutic Recreation Specialists, Music Therapists, Chaplains, Psychiatrists, Respiratory Therapist, Pharmacists, Radiology Technologists

**NURSING POSITIONS**

- RN: Yes
- RPN: Yes

**CLINICAL PROGRAMS:**

- Acute and Ambulatory Care, Perinatal and Women’s Health, Long-Term Care, Complex Care including Palliative Care, Mental Health Care, Veterans Care, Rehabilitation Services

**CONTRACTS:**

- Full-time, regular part-time, job sharing and casual part-time opportunities are available

**SCHEDULING:**

- Based on the needs of clients, patients, residents and nurses, schedules include master schedules, self-scheduling, 8-hour, 10-hour & 12-hour rotations, weekend arrangements

**CLINICAL PLACEMENTS:**

- Education agreements exist with multiple universities and colleges nationally and internationally. Placements include observational, instructor-supervised and pre-graduate learning with preceptor or mentoring support

**EXTERNSHIPS:** Yes

**NURSING SUPPORT**

**LEADERSHIP:**

- Chief Nurse Executive, Professional Practice Leader and Consultants, Nursing Informatics and Nursing Decision Support, Management (Directors and Co-ordinators) and Senior Leaders, Advanced Practices Nurses, Primary Care Nurse Practitioners, Registered Nurse, Registered Practical Nurse, Nurse Educators

**PAID EDUCATIONAL DAYS:** Yes

**ORIENTATION:**

- Ranges from 2 to 6 weeks and is interdisciplinary and discipline-specific. Includes classroom, self-directed learning and clinical time with a clinical practice coach

**CONTACT US/SEND RÉSUMÉ TO**

Human Resources
Phone: 519-646-6100, ext. 64373
Website: www.sjhc.london.on.ca
Building on more than 130 years of care and compassion, today’s St. Joseph’s continues to make a difference in health care with distinct roles in acute and ambulatory care, perinatal and women’s health, specialized care of the elderly, long-term care, mental health care and rehabilitation services. With more than 10 locations, St. Joseph’s offers nurses both the opportunity to specialize and to attain a variety of experiences in leading programs across a spectrum of services.

The rebuilding of London’s hospital system has brought significant new and exciting roles for St. Joseph’s nurses. For example, our St. Joseph’s Hospital site is shifting from an acute inpatient facility to a new ambulatory care and day surgery centre. And, we are preparing to build two new mental health sites — a specialized mental health facility in London and a forensic psychiatry facility in St. Thomas.

Our vision ... to be a respected source of excellent health service, guided by people we serve, provided by people who care.

As a faith-based organization, we have a healing mission encompassing each person’s physical, psychosocial and spiritual well-being.

Teaching and Research

As a teaching centre, St. Joseph’s fosters excellence through support for learning, research use in practice, and generation of new knowledge. For example, in support of our strategic plan, continuing educational sessions are offered throughout the year to enable staff to build knowledge and practical strategies to identify and incorporate the use of evidence in practice. In addition, advanced practice nurses involve nurses in identifying clinical practice questions, exploring literature and participating in continuous improvement and research activities.

Quality of Worklife

Our shared leadership environment is a hallmark of St. Joseph’s Health Care, London. Based on principles of accountability, equity, partnership and ownership, this environment enables clinicians to be accountable for making decisions. For nursing, practice decisions are made through well-established nursing councils. As well, all clinical programs have active team councils, which include nurses, physicians and other clinicians.

“Nursing Council has given my voice volume. It has allowed me to become directly involved in decisions that affect all nurses at St. Joseph’s Health Care, London. It is about connecting nurses to nurses. This is what gives us power — power to: make a difference, strengthen our relationships with one another, increase our knowledge of issues directly affecting nurses, implement change and create better outcomes for all. After 20 years in nursing, Nursing Council has reaffirmed my belief that nurses can and do make a difference,” says Sue LeBlanc, Nurse Clinician, Pre-admission Program.

We offer flexibility and support to achieve balance between work and home and programs to support our commitment to a safe, satisfying workplace.

Career Development and Learning

St. Joseph’s is a place where you can grow. Coaches help new nurses not only with skill development but also in building confidence. There are also a variety of learning strategies that provide ample opportunities for the self-directed learner. Web-based programs, video, CD ROM and learning packages are available in addition to facilitator-led programs.

“The collegiality and support that exists within our departments has made the transition from new grad to RN a very positive experience,” says Amanda Thibeault, Co-ordinator of Urgent Care at St. Joseph’s Hospital. “Nurses at St. Joseph’s have many opportunities available to them, including involvement in shared leadership, support for education and professional practice and working within a multidisciplinary team. Colleagues value different perspectives and are always around to give you support when required. This type of an environment makes St. Joseph’s a wonderful place to work!”

Carolyn Wilson, an RN and recipient of the 2005 Nursing Excellence Award, adds: “In all my years here at St. Joseph’s, I have participated in countless staff education opportunities, which I have found excellent and very relevant to practice.”

Individual performance development plans that include peer feedback are developed to foster ongoing skill development. St. Joseph’s encourages ongoing formal education by helping nurses to secure funding through bursary and award programs.

Find Yourself at St. Joseph’s. Making a Difference.

www.ontarionursing.ca
### GENERAL INFORMATION

**TYPE OF HCP:**
Long-term care, complex continuing care, palliative care and rehabilitation services

**LOCATION:**
Ottawa

**SITES:**
3

**NURSES:**
562

**TOTAL STAFF:**
1,985

**ALLIED HEALTH CARE PROFESSIONALS:**
Physiotherapists, Occupational Therapists, Social Workers, Dietitians, Psychologists, Speech-Language Pathologists, Therapeutic Recreation Therapists, Chaplains, Physicians

### NURSING POSITIONS

**RN:**
Yes

**RPN:**
Yes

**CLINICAL PROGRAMS:**
Long-Term Care, Complex Continuing Care, Rehabilitation, Palliative Care, Family Medicine Clinic, Specialized Services, Day Hospital

**CONTRACTS:**
Full-time with benefits, part-time with percentage in lieu of benefits, casual and temporary positions, job sharing

**SCHEDULING:**
A variety of shifts and innovative scheduling options including self-scheduling, weekend worker, mobile team, master rotations

**CLINICAL PLACEMENTS:**
University of Ottawa, Algonquin College, La Cité collégiale, Heritage College

**EXTERNSHIP PROGRAMS:**
Yes

### NURSING SUPPORT

**LEADERSHIP:**
Program Directors, Unit Managers, Clinical Leaders, Advanced Practice Nurses, Nursing Education Specialists, Practice Support Nurses, Occupational Health and Infection Control Nurses

**PAID EDUCATIONAL DAYS:**
Yes

**ORIENTATION:**
New nursing employees receive general orientation, competency assessment and an individualized learning plan, classroom education and partnerships on the units

### CONTACT US/SEND RÉSUMÉ TO

SCO Health Services
43 Bruyère St.
Ottawa, Ontario K1N 5C8
Phone: 613-562-6352
Fax: 613-562-4245
E-mail: careers@scohs.on.ca or emplois@scohs.on.ca
Website: www.scohs.on.ca

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A Centre of Compassionate and Effective Health Care

Nurses are key players in delivering individualized and holistic care that improves patients’ quality of life
Quality

Building on a long and productive 160-year track record of providing quality health care to the community, and guided by our core values of respect, compassion, learning, accountability and collaboration, SCO Health Service continues to make a difference in the lives of its patients.

One of the largest health-care centres of its kind in Canada, SCO consists of three facilities that deliver effective, individualized health care to adults affected by loss of autonomy and by chronic or terminal illness:

• Élisabeth Bruyère Health Centre: Palliative care, rehabilitation, community outreach services and specialty clinics and health programs.

• Saint-Vincent Hospital: Complex continuing care, various community services and a satellite haemodialysis unit.

• Résidence Saint-Louis: Long-term care for Francophone adults, with three subprograms for those with cognitive and/or physical disabilities.

• Villa Marguerite: Long-term care for adults with cognitive and/or physical disabilities.

SCO operates more than 750 beds and receives more than 70,000 outpatient visits per year. Our more than 800 highly trained health-care professionals work in interdisciplinary teams in a wide variety of clinical specialties. Our 562 nurses play a critical role in helping us fulfill our vision of being a national centre of excellence for health care delivery, education, research and responsiveness to the community.

A Diversity of Career Paths

At SCO, nurses work in an environment of respect and community, and are passionate about providing the best possible care in a holistic and multifaceted environment. They enjoy opportunities to develop meaningful therapeutic relations with patients and families over time, and to use their nursing skills and experience to improve patient health outcomes.

Nurses may work in a broad range of inpatient, outpatient and community programs tailored to address a host of different health-care needs. They have opportunities to work with a diverse cross-section of patients, including those with Parkinson’s disease, dementia, neuromusculoskeletal syndromes, stroke and traumatic brain injuries.

Each nurse is welcomed to the SCO team through classroom and unit orientation appropriate to her/his skill level and specific program, as well as guidance from an experienced nurse on their unit for up to seven days. As they establish themselves and continue advancing their knowledge and skills, they will also have opportunities to progress in leadership positions such as Nursing Education Specialist, Advanced Practice Nurse, Clinical Leader and Unit Manager. SCO also supports RNAO and RPNAO fellowships as well as a variety of internships and Practice Support Nurse roles.

Fostering a Climate of Growth and Learning

SCO offers a number of supports to help nurses advance their education, hone their skills and stay abreast of trends in the profession. Through our Nursing Education Fund, Scholarship for Continued Education and various bursaries, we offer financial assistance for nurses to participate in off-site educational programs and courses, seminars, and events related to their profession, such as RNAO and RPNAO regional presentations and Telehealth Ontario and Care Connect conferences.

SCO also sponsors regular onsite learning opportunities for nurses to develop their existing specialties and acquire new ones. Nurses may also participate in employee development workshops on computer training, conflict resolution, linguistic training, teamwork and leadership skills. The opportunities to grow professionally include mentoring the next generation of new nurses by acting as preceptors to students from Algonquin College, Cité Collégiale, University of Ottawa, College Heritage and other schools.

The input of nurses is valued, and they regularly participate in committees such as the Nursing Advisory Committee, Nursing Governance Council, Nursing Policy and Procedures Committee, Documentation Committee, Supplies Committee and various working groups. They also play a role in advancing the profession at large through involvement in cutting-edge research initiatives that take place through the Élisabeth Bruyère Research Institute.

Promoting a Healthy Work Environment

Regular staff functions such as Christmas parties and employee golf tournaments reinforce the strong relationships nurses enjoy with colleagues at SCO. Other efforts to promote a healthy work environment include onsite fitness rooms and yoga classes, employee lounges with intranet access, an employee and family assistance program, and flexible work arrangements such as self-scheduling and full-time weekend positions. Outside of the hospital, nurses enjoy the benefits of living in Ottawa, a world-class city offering breathtaking natural beauty, a dynamic bilingual culture and a serene setting in which to raise a family.
The Hospital For Sick Children

Canada’s Premier Children’s Hospital:
A Leading Local, National and International Paediatric Academic Health Science Centre

Join the staff of a centre renowned for nursing excellence in family-centred paediatric care. Working at SickKids is both inspiring and rewarding.

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**GENERAL INFORMATION**

<table>
<thead>
<tr>
<th>TYPE OF HCP:</th>
<th>Paediatric Academic Health Science Centre</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOCATION:</td>
<td>Downtown Toronto</td>
</tr>
<tr>
<td>SITES:</td>
<td>1</td>
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<td>NURSES:</td>
<td>1,400</td>
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<td>TOTAL STAFF:</td>
<td>6,300</td>
</tr>
<tr>
<td>ALLIED HEALTH CARE PROFESSIONALS:</td>
<td>Full-service organization with all allied health designations</td>
</tr>
</tbody>
</table>

**NURSING POSITIONS**

| RN:                     | Yes                                       |
| RPN:                    | No                                        |

**CLINICAL PROGRAMS:**
- Paediatric Medicine, Neurology, Endocrinology, Rheumatology, GI, Nephrology, Multi Organ Transplant, NICU, OR, PACU, General Surgery, Orthopaedics, ENT, Neurosurgery, Trauma, Burns, Plastic Surgery, Urology, Cardiac, Critical Care Unit, Haematology, BMT, Adolescent Medicine, Emergency

**CONTRACTS:**
- Full-time positions available

**SCHEDULING:**
- Self-scheduling [12-hour shifts] on all inpatient units, with some exceptions. Weekend worker program utilized on selected units

**CLINICAL PLACEMENTS:**
- Available to students across Canada in their 3rd or 4th year. To be arranged through the Centre For Nursing

**EXTERNSHIP PROGRAMS:**
- Yes

**NURSING SUPPORT**

- Clinical Nurse Specialists, Nurse Practitioners, Nurse Educators, Clinical Leaders, Clinical Support Nurses, Clinical Resource Nurses

**PAID EDUCATIONAL DAYS:**
- Yes

**ORIENTATION:**
- 10-week to 12-week preceptor orientation

**CONTACT US/SEND RÉSUMÉ TO**

The Hospital For Sick Children
Human Resources
555 University Avenue
Toronto, Ontario M5G 1X8
Phone: 416-813-8494
Fax: 416-813-5671
E-mail: hr.recruiter@sickkids.ca
Website: www.sickkids.ca

www.sickkids.ca
Since its modest beginnings in 1875 when a group of women volunteers led by Elizabeth McMaster rented an 11-room house and set up six iron cots, SickKids has become one of the top four children’s hospitals in the world. It is internationally renowned for its world-class patient care, research, education and advocacy. SickKids is one of the largest paediatric academic health science centres in the world, but for thousands of children and families, it is quite simply the place where they find hope.

Mission
SickKids is a health-care community dedicated to improving the health of children. Our mission is to provide the best in family-centred, compassionate care, to lead in scientific and clinical advancement, and to prepare the next generation of leaders in child health.

Nursing at SickKids
Caring for the most critically ill children requires the most advanced medical technology as well as the most skilled, knowledgeable and talented health professionals across all disciplines. Nursing is no exception. Rather, it is at the very heart of what makes SickKids so special. Nurses at SickKids are leaders who influence and deliver the best in family-centred paediatric nursing care to the world’s children.

Whether their role is that of a frontline care provider, educator, clinical leader, advanced practice nurse or clinician scientist, each and every practitioner is valued for his or her essential contribution to achieving the highest level of professional paediatric nursing care for children and their families.

Leading Innovation in Paediatric Nursing
SickKids is a tertiary/quaternary academic health science centre providing inpatient, emergency and ambulatory services, and is set apart from other local paediatric centres by the high-risk medical status of its patient population. The complexity of care our patients require demands that nurses possess excellent clinical, leadership and research skills, knowledge and judgment. Supporting nurses in achieving the highest standards of care for our patients is a priority.

The hospital’s Centre for Nursing is a hub of activity where leadership in practice, education, research and administration come together to support excellence in nursing practice and advocacy for the profession. The RN Council, established in 1988, represents staff nurses’ interests while providing its members with strong and accessible leadership. The Council also gives nurses a collective voice wherein they can influence change and contribute to the vision of nursing at SickKids.

SickKids is a teaching hospital. Students from around the world come to gain valuable experience in a dynamic learning environment. Learning at all levels is supported through the many varied education initiatives. Newly-hired staff are supported through orientation and preceptorship programs as they transition from novice nurse to paediatric nurse.

The Nursing Clinical Teaching Unit (NCTU) offers opportunities for further professional growth. The RN Internship Program, for example, facilitates the development of highly specialized nursing skills and competence in the care of critically ill children and their families through enhanced orientation and education support. The Graduate Nurse Fellowship Program, on the other hand, is designed to meet the individual needs of nurses specializing in nursing education, administration, research or practice.

Fostering a Culture of Lifelong Learning
A commitment to lifelong learning is part of the nursing culture at SickKids. The Nursing Scholarship Fund and Foundation Education Tuition Reimbursement Fund provide extensive financial support to nurses pursuing academic education or attending conferences and seminars. There is a vast array of credit and certificate courses from which nurses may choose, many of which are offered on site and in collaboration with universities and colleges.

SickKids is committed to providing the best in evidence-based care. Research, providing the evidence that supports practice, is often initiated through nursing observation. Under the leadership of a dedicated team of nursing research specialists, nursing research at SickKids has flourished. Monthly Nursing Research Lunch and Learn sessions are just one of the many opportunities available for nurses to develop knowledge and expertise in this area.

SickKids is an acute care setting where excellence in nursing practice, education and research is fostered, realized and celebrated. If your goal is to build a career in paediatric nursing, in an environment where you have the opportunity to learn from the very best in the field, then you should consider a career at SickKids.
Every Day… Every Way… Extraordinary

They make a difference in the lives of patients and their families every day. They are knowledge workers and promote best practices for patient-focused care. They do what they do because they love it. Join the extraordinary nursing team at Sunnybrook & Women’s Health Sciences Centre.
Premier

Sunnybrook and Women’s College Health Sciences Centre (S&W) is constantly taking strides toward achieving its vision of transforming health care through the dedication of its more than 10,000 staff and volunteers. Leading women’s health, caring for our country’s war veterans, conducting leading-edge research, teaching the latest advances in health care, and our affiliation with the University of Toronto all distinguish Sunnybrook & Women’s as one of Canada’s premier academic health sciences centres.

Sunnybrook & Women’s specializes in caring for newborns, adults and the elderly, treating and preventing cancer, heart and circulation diseases and complications, disorders of the brain, mind and nervous system, orthopaedic and arthritic conditions, and traumatic injuries.

Sunnybrook & Women’s has an extraordinary team of healthcare professionals who tackle society’s most devastating illnesses, provide care for the health-care system’s most complex cases, and work to improve the lives of hundreds of thousands of people each year.

An Academic Leader in Nursing

Sunnybrook & Women’s is dedicated to academic excellence for its nurses, as well as to high-quality, patient-focused care. Nurses report that practicing at S&W is meaningful and satisfying. Nurses have developed a culture of excellence and compassion, innovation and change, honesty and integrity. Reflective practice and quality improvement are important aspects of daily care.

Orientation for a novice nurse begins with a three-and-a-half-day corporate nursing program, and is followed by a three- to 12-week, unit-specific orientation. Nurses have opportunities to work with, and are supported on the units by, Masters-prepared nursing professional practice leaders, nurse educators and clinical nurse specialists/nurse practitioners.

S&W managers encourage professional development and provide advice about educational courses, funding and work schedules that support school schedules. S&W nurses have numerous learning opportunities, including innovative on-site and online education. Nurses are sponsored in specialty education programs, and many are supported to attend graduate and undergraduate university programs.

Sunnybrook & Women’s is fully affiliated with the University of Toronto and many other academic organizations. Community colleges and universities have courses on site and more than 600 nursing students a year gain experience at S&W. Some students come from as far away as Finland and China. Staff nurses are preceptors and clinical associates with academic partners of S&W.

Advance Your Nursing Career

Nurses influence policy and program development, and have control over practice and professional standards, through Nursing Councils that examine practice issues, and through the Nursing Advisory Committee. There are unlimited opportunities to advance in practice, education, management and research positions. Innovations provide growth and learning through the arts and through technology. Monthly rounds provide for the exchange of ideas, and nurses have opportunities to be mentored in research and to present and publish papers. Quality of working life is a focus for nurses at S&W.

Nurses who work at S&W can expect to be excited about nursing practice, encouraged with their career options, and satisfied with their contributions to quality of life for patients and families. S&W is a dynamic institution that values nursing staff and their important place in health care.
The Scarborough Hospital

The Scarborough Hospital (TSH) is a multi-site urban community hospital that delivers innovative, high-quality patient care, advocates for our community’s health and wellness needs, and is a leader in research, teaching and learning.

### GENERAL INFORMATION

<table>
<thead>
<tr>
<th>TYPE OF HCP:</th>
<th>Community Hospital</th>
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<tbody>
<tr>
<td>LOCATION:</td>
<td>Scarborough, Toronto</td>
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<tr>
<td>SITES:</td>
<td>7</td>
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<td>NURSES:</td>
<td>1,500</td>
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<td>TOTAL STAFF:</td>
<td>3,700</td>
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### ALLIED HEALTH CARE PROFESSIONALS:

- Occupational Therapists
- Physiotherapists
- Speech-Language Pathologists
- Social Workers
- Registered Technologists
- Dieticians
- Pharmacists
- Registered Respiratory Technologists

### NURSING POSITIONS

- RN: Yes
- RPN: Yes

### CLINICAL PROGRAMS:

- Medicine
- Surgery
- Cardiology
- Critical Care
- Emergency
- Operating Room
- Hemodialysis
- Special Care Nursery
- Maternal Newborn and Child Care Services
- Ortho Rehab
- Endoscopy
- PACU
- Oncology
- Mental Health
- Sexual Assault Care Centre and more

### CONTRACTS:

- Full-time permanent
- Part-time permanent
- Temporary
- Casual positions

### SCHEDULING:

- Depending on the department, shifts are 8, 10 and 12 hours. TSH also has a Weekend Worker program

### CLINICAL PLACEMENTS:

- Available for all Canadian nursing students

### EXternship programs:

- No

### NURSING SUPPORT

- Leadership:
  - Patient Care Managers and Directors
  - Nurse Educators
  - Patient Care Co-ordinators
  - Nurse Practitioners
  - Professional Practice Leaders
  - Nurse Clinicians
  - Clinical Nurse Specialists

- Paid Educational Days: Yes

### ORIENTATION:

- One day of general hospital orientation, followed by six days of nursing orientation and then department-specific orientation

### CONTACT US/SEND RÉSUMÉ TO

- Apply directly online at www.tsh.to
Renowned

TSH is a regional treatment centre for Dialysis and is renowned for its sexual assault care centre and mental health programs. Affiliated with the University of Toronto, TSH is also a referral centre for vascular surgery, pacemakers and corneal implants.

In addition to providing a range of community-based health care services, TSH is in the process of building capacity to meet the evolving needs of the community we serve. This includes a new state-of-the-art Emergency and Critical Care Centre, which includes: a greatly expanded emergency department, intensive and coronary care units and diagnostic imaging facilities.

Located in the east end of Toronto, we are Canada’s largest urban community hospital with more than 3,700 staff, 700 physicians, 800 volunteers and a 600-bed capacity. TSH sees and responds to a wide variety of clinical cases and health-care issues. Our reputation for credibility and leadership in urban health and wellness issues has reached an international audience.

Our philosophy of caring embraces both patients and staff. Caring is the foundation of our nursing practice. It is reflected in our beliefs about nursing and is a critical component in the work life of our nurses. As a full-time or part-time nurse, you’ll be welcomed into one of our patient care areas:

- Emergency and Urgent Care
- Cardio-Respiratory and Critical Care
- General And Subspecialty Medicine
- General and Subspecialty Surgery
- Orthopaedics and Rehabilitation
- Nephrology and Dialysis
- Mental Health Services
- Surgical Procedures and Supporting Services
- Maternal Newborn and Child Care Services
- Complex Continuing Care, Specialized Geriatrics

TSH is the heart of urban health — and our nurses and physicians are the heart of TSH. We believe The Scarborough Hospital is the best place to practice nursing and build your career. You will benefit from continuing professional development and a supportive work environment. Our guiding values create a work environment that enables nurses to provide innovative and individualized care for patients and their families.

The Heart of Urban Health

Our nurses play a key role in decision making about hospital policy by participating on various committees. Nursing Council, with representatives from all levels of nursing, provides decision-making, direction and support for nursing practice and clinical competence. Our nurses are supported through various systems and resource personnel such as Clinical Nurse Specialists, Nurse Educators, Nurse Clinicians and Nurse Practitioners.

TSH provides a positive experience for staff. Here’s just a sample of how:

- A general nursing orientation that involves six days of classroom followed by unit-specific orientation which varies in length according to department and nurse’s needs.
- Nurse Educators, Managers and Preceptors work with new nurses to establish individualized orientation processes to enhance competence in their selected clinical area.
- Career advancement facilitated through: mentorship, committee work, workshops and conferences, and funding to pursue professional growth.
- In-service training: clinical decision-making, leadership, research-based topics such as wound care, skin care and vascular access.
- In-house degree and specialty certificate programs from colleges and universities
- Continuing education funding for full-time and part-time nurses and nursing scholarships.
- Healthy workplace strategies, which focus on the physical environment, health practices and psychosocial environment.
- A Wellness Centre featuring massage therapy, aromatherapy, weight loss programs, fitness centre with classes including aerobics and yoga, walking program in the adjacent parkland and more.
- Flexible scheduling options including self-scheduling, eight- and 12-hour shifts and a weekend worker program.
- Financial relocation assistance.

Leading the way in urban community health and wellness services, TSH is a catalyst for innovative and integrated care, advocacy and research. The future of urban community health and wellness is here now. It’s that simple. Please join us.

Apply online at www.tsh.to
# Toronto East General Hospital

**Toronto’s Best-Kept Secret**

A rare combination of intimate community hospital and academic teaching facility

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**GENERAL INFORMATION**

<table>
<thead>
<tr>
<th>TYPE OF HCP:</th>
<th>Community Teaching Hospital</th>
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<tbody>
<tr>
<td>LOCATION:</td>
<td>East York, Toronto</td>
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<td>SITES:</td>
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<td>TOTAL STAFF:</td>
<td>2,525</td>
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**NURSING POSITIONS**

<table>
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<tr>
<th>RN: Yes</th>
<th>RPN: Yes</th>
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**CLINICAL PROGRAMS:**

- Medicine
- Surgery
- Intensive Care
- Emergency
- Dialysis
- Complex Continuing Care
- Rehabilitation
- Maternal Newborn Child
- Mental Health
- Level 2 Nursery

**CONTRACTS:**

- Full-time, part-time and casual positions are available

**SCHEDULING:**

- We provide flexible scheduling

**CLINICAL PLACEMENTS:**

- We accept nursing students from around Ontario.
- Internship programs available for new graduates

**EXTERNSHIP PROGRAMS:** Yes

---

**NURSING SUPPORT**

**LEADERSHIP:**

- Educators with each clinical area, care co-ordinators on every unit, managers, directors and some case managers

**PAID EDUCATIONAL DAYS:** Yes

**ORIENTATION:**

- TEGH offers a comprehensive hospital-wide orientation and a program-specific orientation for all new hires

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**CONTACT US/SEND RÉSUMÉ TO**

Human Resources
Toronto East General Hospital
E-mail: hr@tegh.on.ca
Website: www.tegh.on.ca

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www.tegh.on.ca
Serving a residential area in south East Toronto, the Toronto East General Hospital (TEGH) is an urban community teaching hospital located in one of Canada’s most culturally diverse communities, home to more than 400,000 individuals representing more than 70 cultural and linguistic groups.

TEGH’s affiliation with University of Toronto and area community colleges affords students in all health-related disciplines to complete their clinical placements here. Many of the doctors at TEGH are specialists, yet the atmosphere and culture resemble those of a small-town hospital. Many of the employees live in the area, and it’s not unusual for them to know their patients as neighbours and friends.

Creating a Healthy, Healing Workplace

Toronto East General Hospital provides patient-centred care, which is based on a partnership model defined by the work of Bonnie Wesorick. TEGH is one of a handful of Canadian hospitals that belong to the Clinical Practice Model Consortium – the goal is to create a healthy, healing workplace for patients and staff alike.

Valuing Excellence, Kindness and Respect

Employee benefits include those in the unionized contract as well as several extras. In an effort to promote health and wellness, TEGH offers staff members a state-of-the-art fitness studio available 24/7. In addition, a wellness co-ordinator runs a healthy workplace program that includes after-work sports activities, a walking circuit, running clinic, and smoking cessation and weight loss programs. As an employee of TEGH, you could take advantage of many discounted perks such as a corporate membership discount with the Sports Clubs of Canada; tickets to Cineplex Odeon, Canada’s Wonderland, Wild Water Kingdom and Ontario Place; as well as discounted corporate rates for CAA, house and car insurance.

At Toronto East General Hospital, we are committed to the highest standards of patient care, teaching, community partnership and accountability: above all, we care. We value Excellence, Kindness and Respect. It’s more than a job at TEGH – join us and be a part of a community hospital that really is a part of the community.
Toronto Grace Health Centre

A Personal Approach to Compassionate Care

Nurses make a difference in the daily lives of their patients in this small, progressive urban hospital
Compassionate

The Salvation Army Toronto Grace Health Centre has been serving Toronto since 1905. Our mission is to deliver expert compassionate care to the very vulnerable in our society. We fulfil this mission daily on our complex continuing care and palliative care units.

Our 119-bed hospital encourages the development of strong professional teams. The nurse-patient ratio promotes professional practice and rewarding relationships with patients and their families. Nurses improve patient quality of life and deliver holistic care that supports the patient’s physical, psychological, emotional and spiritual needs.

Empowering Nurses

All of our patient care delivery models embrace patient-centred care, personal accountability, effective communications and collaborative practice. Demonstrating a strong commitment to a professional practice model, Toronto Grace provides opportunities for professional development. Nurses actively participate as learners and educators at in-services, conferences and grand rounds. In committees such as Nursing Practice, Infection Control, Education, Ethics, Recruitment and Retention, Pharmacy and Therapeutics, nursing influence extends throughout the organization.

Every effort is made to provide scheduling to help nurses balance family, career and continuing education.

Supporting Education

Professional development is a core competency for nurses at Toronto Grace. To encourage ongoing education, the hospital established a learning fund to pay for attendance at workshops, seminars and conferences, as well as tuition for university degrees, college diplomas and specialty nursing certificates. On-site seminars support evidence-based practice in areas such as skin care, wound care, and bowel and pain management.

We offer qualified RNs educational support to prepare for the Canadian Nurses Association’s certification in either gerontological or palliative care nursing. A nursing leadership program helps all RNs improve their leadership skills, and a professional skills development program assists RPNs in exercising their full scope of practice.

Formalized preceptor, internship and fellowship programs support new employees. Formal and informal recognition is a hallmark of The Toronto Grace. Each year staff members nominate their colleagues for Outstanding Achievement and Quality of Life awards to celebrate staff creativity and caring.

Evidence-Based Practice

Research plays an active part in our clinical practice, and the hospital fully supports evidence-based practice across clinical disciplines. We actively pursue and implement appropriate evidence-based practice guidelines and support registered nurses to attend the RNAO Best Practice Champions Program. Nurses are encouraged to propose and participate in research. Currently, nurses in our palliative care program are investigating pain management with the assistance of our Nurse Researcher.

Toronto Grace is located in the heart of downtown, one block from the subway at Yonge and Bloor. Amenities include a new staff lounge, a resource center with computer access, a library and a chapel. Cafeteria meals and parking are subsidized.

Our RNs are not unionized and receive salaries and benefits that match or exceed ONA standards. RPNs are unionized.

Our patients call Toronto Grace “home” as well as health centre. A career at this patient-centred complex continuing care and palliative care facility is rewarding for the nurse who wants to work within a professional model that involves the whole person – body, mind and spirit. You can see this commitment to holistic care come to life in so many ways – even the President takes time each week to visit the programs and play guitar. Patients and families rely upon the caring, creativity and professionalism that mark each day at the Toronto Grace.

www.ontarionursing.ca
 GENERAL INFORMATION

TYPE OF HCP: Community Services
LOCATION: City of Toronto
SITES: 30
NURSES: 500
TOTAL STAFF: 1,800
ALLIED HEALTH CARE PROFESSIONALS: Registered dietitians

NURSING POSITIONS

RN: BScN Only
RPN: Yes

CLINICAL PROGRAMS:
Community Health (Healthy Families, Healthy Living and Communicable Disease Control – Public Health Programs)

CONTRACTS:
Mostly temporary full-time positions and some permanent full-time positions with benefits available after six months

SCHEDULING:
Monday to Friday 8:30 a.m. to 4:30 p.m.
(occasional evenings and weekends)

CLINICAL PLACEMENTS:
University of Toronto, Ryerson University, York University and McMaster University. We offer 3rd, 4th year and graduate practicums

EXTERNSHIP PROGRAMS: No

NURSING SUPPORT

LEADERSHIP:
Public Health Nurses, Mental Health Nurse Specialists, Health Promotion Consultants, Nurse Counsellors, Sexual Health Educators

PAID EDUCATIONAL DAYS: Yes

ORIENTATION:
3-month to 4-month orientation and mentorship program

CONTACT US/SEND RÉSUMÉ TO

Employment Services
Human Resources
City of Toronto
Metro Hall
55 John Street, 5th Floor
Toronto, Ontario M5V 3C6
Fax: 416-397-9818
E-mail: outjobs@toronto.ca
Website: www.toronto.ca/health
Please include file # Gen-PHNurse when submitting your résumé

Toronto Public Health

A Nursing Environment Like No Other

We deliver high-quality health services to the citizens of Toronto through ongoing commitment, service and stewardship

www.toronto.ca/health
As the largest health unit in Canada and the fifth largest in North America, Toronto Public Health promotes and protects the health of 2.5 million people in the City of Toronto. We’re 1,800 public health staff, including 500 public health nurses, working in more than 30 locations in an area covering 632 square kilometers. We serve an ethnically diverse population with members from all corners of the world who speak more than 160 languages and dialects.

Public health nursing promotes and protects the health of populations by working with individuals of all ages, families, groups and communities. We address the broader determinants of health by employing a variety of health promotion strategies such as education, communication, social marketing, community development, advocacy and policy development. Public health nurses work in three core areas: Healthy Families, Healthy Living and Communicable Disease Control.

Healthy Families

Healthy Families promotes reproductive health and the health of infants, children and families through two main areas: Reproductive and Infant Health, and Child Health. Reproductive and Infant Health promotes healthy pregnancies and healthy babies, supports healthy transition to parenthood, promotes access to community resources and supports the establishment and continuation of breastfeeding. Child Health promotes early childhood growth and development, supports parenting skills and fosters supportive environments for children’s health.

Healthy Families strategies include phone assessment, high-risk home visiting services, counselling, group education, and referrals to community resources and service co-ordination. Reproductive and Infant Health nurses work with clients to support healthy behaviours and environments during the preconception, prenatal, postpartum and infancy periods. Nurses in both areas are involved in community coalitions and networks, community capacity building, advocacy, policy development and health communication campaigns.

Healthy Living

Healthy Living works to promote and sustain healthy living for all people in Toronto and is divided into two main areas: Healthy Communities and Chronic Disease Prevention. These areas develop and deliver services in the community as well as in schools, childcare centres and workplaces.

Healthy Communities includes the following initiatives: Injury Prevention/Substance Abuse Prevention; Vulnerable Adults and Seniors and Injury Prevention/Substance Abuse Prevention; Sexual Health Promotion; School Health Promotion; Mental Health, Violence Prevention and Suicide Prevention and Urban Health. Chronic Disease Prevention promotes Smoke-Free Living; Physical Activity; and Healthy Eating.

Through these programs, public health nurses employ a number of strategies to promote the overall health of Torontonians, including: social marketing campaigns, community partnership building, public advocacy, policy development and research, public education, community capacity building and outreach. Their efforts help create healthy and safe social and physical environments where citizens can enjoy a high quality of life.

Communicable Disease Control

Communicable Disease Control works to reduce or eliminate infectious diseases and promote sexual health through the following initiatives: Control of Infectious Diseases; Infection Control; Communicable Disease Liaison Unit; Tuberculosis Control; Sexually Transmitted Infections; Sexual Health Clinics; Vaccine Preventable Diseases; and Needle Exchange.

Public health nurses working in this area use a variety of strategies to reduce the incidence and transmission of communicable diseases, including: educating clients about their diseases; consulting with hospitals, long-term care facilities and daycares to develop infection outbreak contingency plans; contributing to public policy development and implementation; conducting outreach to communities at high risk of contracting certain diseases; conducting birth control counselling and pregnancy testing; and treating injection drug users.

Flexibility, Growth and Rewarding Challenges

Public health nursing is a profession that appeals to self-starters who can draw upon their knowledge of community development and health promotion strategies to meet the diverse needs of individuals, families, groups and communities. We invite new graduates with baccalaureate degrees in nursing to explore the challenging and rewarding world of public health nursing, where nurses receive competitive benefits packages, work all across the city, and are part of productive multidisciplinary teams. You’ll enjoy ongoing opportunities to enhance your knowledge and skills, advance in your career, and pursue a wide variety of professional assignments.

The City of Toronto is committed to a workplace that is free from harassment and is representative of the citizens it serves. We encourage applications from women, Aboriginal peoples, persons with disabilities and visible minority group members.

www.ontarionursing.ca
Toronto Rehab

Advancing Rehabilitation and Enhancing Quality of Life

Partnering with individuals, families and the community, we push the frontiers of rehabilitation science to deliver innovative, effective health care

www.torontorehab.com
As Canada’s largest academic hospital specializing in adult rehabilitation, complex continuing care and long-term care, Toronto Rehab helps those who experience disabling injury or illness to rebuild their lives. As a fully affiliated and specialized teaching hospital of the University of Toronto, we strive to advance the practice of rehabilitation science by generating new knowledge, putting it into practice and sharing our discoveries with others. Critical to our success is our team of outstanding health-care professionals, including our 608 nurses, who use their knowledge, expertise, skills and experience to provide individualized care to the more than 15,000 patients we see each year.

Working at six different Toronto Rehab sites, nurses deliver inpatient and outpatient care through seven core clinical programs: Cardiac Rehab, Complex Continuing Care, Geriatric Rehab, Musculoskeletal Rehab, Neuro Rehab, Spinal Cord Rehab and Long-Term Care. Nurses enjoy a variety of professional challenges working with diverse patient populations, including those suffering from stroke, acquired brain injuries, spinal cord injuries and cognitive disabilities.

Valuing the Sanctity of the Therapeutic Relationship

Nurses enjoy the unique opportunity to work in a low-tech, high-touch health-care environment in which they develop close bonds of trust with their patients. Providing hands-on support as their patients progress through the rehabilitation process, nurses work with clients on a long-term basis and are able to witness the fruits of their labour. As effective communicators and strong team players, nurses collaborate with other members of the inter-professional health-care team to develop optimum and highly tailored treatment plans for each patient. Nurses also receive support from nursing and inter-professional Advanced Practice Leaders and Clinical Nurse Educators, who are leaders in rehabilitation care.

Maximize Your Professional Development

Upon completion of clinical and corporate training and a two- to three-week program-specific preceptorship with an experienced nurse, new nurses will discover many opportunities to enhance their practice. Through our tuition support program, nurses are entitled to up to $3,000 in annual financial support to complete off-site courses, diplomas and degrees related to their field. We also offer two scholarships that nurses may access to pursue certification, undergraduate and graduate education in rehabilitation nursing. As well, Toronto Rehab provides funds for nurses to pursue CNA rehabilitation certification and to participate in off-site professional conferences.

Further building on our commitment to professional development, Toronto Rehab offers a number of on-site fully funded bridging programs, including one with Ryerson University to help RNs complete their baccalaureate education, and one with George Brown College for RPNs to complete their diploma education. Tuition assistance is provided to those nurses wishing to participate in these programs. Nurses may also engage in our clinical leadership development program, an initiative developed in partnership with the RNAO Centre for Professional Nursing Excellence, in which they lead specific areas of change on their units.

Be a Key Contributor to Best Practice

Nurses may mentor the next generation of nurses by acting as preceptors to the hundreds of nursing students who complete placements here each year from schools such as the University of Toronto, Ryerson University and George Brown College. We prepare nurses for these roles by providing four days of intensive preceptorship training, and recognize their efforts through our annual Excellence in Education awards.

At Toronto Rehab, we have an active and vibrant Nursing Professional Affairs Committee that focuses on the advancement of professional nursing practice. Nurses also have ongoing opportunities to contribute their input on professional practice through committees such as Safe Medication Practice and Emergency Response, among others. Their insights and opinions are also useful in facilitating the various research initiatives regularly underway at Toronto Rehab.

Work and Play in Toronto

Nurses at Toronto Rehab enjoy working in a vibrant, progress facility that is at the forefront of rehabilitation health care in Canada. They enjoy strong relationships with their co-workers and have opportunities to participate in social events such as staff barbecues and trips to comedy clubs.

They’ll also be able to take advantage of the wealth of cultural and natural attractions that come with living in Toronto, the largest city in Canada. Cultural museums, premier theatre, fine restaurants, boutique shopping, professional sports and plenty of beautiful green space are just some of the highlights of this lively urban waterfront city.
**GENERAL INFORMATION**

- **TYPE OF HCP:** Provincial Network
- **LOCATION:** Provincial office in Toronto with offices throughout Ontario
- **SITES:** Provincial office plus 20 regionally based offices
- **NURSES:** 43
- **TOTAL STAFF:** 72 FTEs
- **ALLIED HEALTH CARE PROFESSIONALS:** Surgical, Lab Techs

**NURSING POSITIONS**

- **RN:** Yes
- **RPN:** Yes

**CLINICAL PROGRAMS:**
- Hospital-affiliated Organ and Tissue Donation Co-ordinators, Clinical Services Coordinators, Educators, Management Program Advisors

**CONTRACTS:**
- Full and part-time with full benefits. 6-month and 12-month contracts with full benefits

**SCHEDULING:**
- Dependent on role, co-ordinators provide 24/7 coverage; 8-hour & 12-hour shifts, may include weekends; scheduled on-call time may be required

**CLINICAL PLACEMENTS:**
- University of Toronto, Humber College. No paid practicums provided at this time

**EXTERNSHIP PROGRAMS:** No

**NURSING SUPPORT**

- **LEADERSHIP:** Chief Nursing Officer, Directors, Program Advisors, Professional Practice Leader, Educators
- **PAID EDUCATIONAL DAYS:** Yes
- **ORIENTATION:** Varies depending on position, generally six to eight weeks. Includes classroom training, buddy time

**CONTACT US/SEND RÉSUMÉ TO**

- Trillium Gift of Life Network
- Phone: 416-363-4001
- Fax: 416-363-4002
- E-mail: info@giftoflife.on.ca
- Website: www.giftoflife.on.ca

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**Trillium Gift of Life Network**

Organ and Tissue Donation Enhances and Saves Lives

As an effective, innovative leader in organ and tissue donation, our mission is to enable every Ontario resident to make an informed decision about donating organs and tissue, and to support health-care professionals in implementing their wishes

www.giftoflife.on.ca
Important

Organ and tissue donation is a critical component of Ontario’s health-care system. Not only does it help to dramatically improve the quality of life of thousands of Ontarians each year, it also saves hundreds of lives each year. In fact, donations from one individual can help dozens of others. As our population steadily ages, organ and tissue donation will become increasingly important, as organ transplantation is often the only treatment for organ failure, the risk of which increases as chronic diseases take their toll on people of advancing age.

It was in April 2002 that Trillium Gift of Life Network (TGLN) assumed the role of Ontario’s central organ and tissue donation agency. Since then, the nursing professionals who have joined TGLN have committed themselves to maximizing organ and tissue donation in Ontario through education, research, services and support.

Unique Career Opportunities

Health-care professionals at TGLN enjoy taking on a number of unique challenges pertaining to quality end-of-life care. TGLN provides roles for nurses with expertise in a variety of fields. Organ and tissue donation co-ordinators are present in each of the major neuro-trauma centres in the province to provide hospital support services. There are also co-ordinators present in regional community hospitals. These co-ordinators spend their time educating and training health-care professionals and raising awareness about organ and tissue donation in the hospital setting, as well as supporting health-care professionals and the families of organ and tissue donors throughout the donation process.

Clinical services co-ordinators staff our clinical call centre, which is available to hospital staff seven days a week, around the clock. The call centre provides referral consultation and organ and tissue placement as well as case management and surgical recovery.

A department of nurse educators is involved in the development and implementation of organ and tissue donation programs for hospitals and their staff, as well as for the regional and provincial office staff of TGLN. Once educational materials have been developed and tested, educators work to deliver these tools throughout the province.

Education and Professional Development

TGLN staff members are trained in the co-ordination and delivery of educational programming to a wide variety of groups, both in the hospital setting and in the community at large. Awareness and promotion of organ and tissue donation in the hospital setting is one of the key roles of the nursing staff at TGLN. Staff members regularly participate in efforts to inform hospital staff of the benefits of organ and tissue donation as a part of quality end-of-life care. In addition, TGLN works with each hospital’s organ and tissue donation committee to oversee the hospital’s donation program. TGLN nurses also act as representatives in the community at large.

Being Companions to Donor Families

One of the primary roles of the nursing staff at TGLN is to ensure that the process of organ and tissue donation is a meaningful experience for both the donor family and for the hospital staff involved. TGLN staff members in hospitals seek to facilitate informed consent from donor families, all while ensuring an atmosphere of compassion and support. In addition, TGLN organ and tissue donation co-ordinators help hospital staff initiate the difficult conversation about the option of organ and tissue donation with patients and/ or their families.

You Can Make a Difference

The rewards that nurses at Trillium Gift of Life Network enjoy are plentiful. Organ and tissue donation can help to save and improve the lives of patients currently awaiting transplants. Trillium Gift of Life Network promotes an environment of honesty, trust, respect, co-operation and compassion, in which nurses can truly feel that they are making a difference.

www.ontarionursing.ca
GENERAL INFORMATION

TYPE OF HCP: Community Hospital
LOCATION: Mississauga and South Etobicoke
SITES: 2
NURSES: 1,698
TOTAL STAFF: 4,176

ALLIED HEALTH CARE PROFESSIONALS:
Our teams are supported by 853 allied health staff members from a variety of disciplines who are members of our integrated interdisciplinary teams.

NURSING POSITIONS

RN: Yes
RPN: Yes

CLINICAL PROGRAMS:
Advanced Cardiac Services, Emergency Services, Mental Health Services, Orthopaedics, Critical Care, General Medicine, Neurosciences, General Surgery, Peri-Operative, Oncology, Rehabilitation, Obstetrics, NICU, Complex Continuing Care

CONTRACTS:
Full-time and part-time positions with flexible benefit packages available. Guaranteed hours for part-time nurses.

SCHEDULING:
A variety of scheduling options are available depending upon the clinical area. Creative scheduling options can be explored.

CLINICAL PLACEMENTS:
Clinical placements are available in most of our inpatient and some ambulatory programs.

EXTERNSHIP PROGRAMS: No

NURSING SUPPORT

LEADERSHIP:
Clinical Educators support all nursing areas. Acute Care Nurse Practitioners and Clinical Nurse Specialists support selected clinical areas. RNFA roles support some ORs.

PAID EDUCATIONAL DAYS: Yes

ORIENTATION:
Customized orientation is provided to meet the individual needs of nurses in the clinical areas in which they will work.

CONTACT US/SEND RÉSUMÉ TO

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Trillium Health Centre

Make Trillium Your Career Destination


Our Mission: Transforming the Health Care Experience.
Leadership

Patient centredness, integration, distributed leadership and technologic enablers are key evolving strategies at Trillium Health Centre that will transform the health-care experience for patients, nurses and other staff, physicians, our community and beyond.

Serving a diverse population of more than one million residents in Mississauga, South Etobicoke and the surrounding areas, Trillium Health Centre is known for its focus on people, building healthy, healing work environments, enabling learning and creativity, and providing support for leadership development.

Trillium is a Regional Centre for Stroke, Neurosurgery and Cardiac Services, has the busiest Emergency service in Canada, and is home to a model ambulatory care centre and the largest free-standing day surgery facility in North America.

The Trillium Team is transforming the health-care experience through patient-centred care that puts the patient at the centre of decision-making, and an integrated approach that ensures the patient has access to the right care at the right time in the right place by the right person throughout the continuum of care. As innovators, we support the cross-fertilization of great ideas across existing areas of specialization and generalization, and provide the process to cultivate those ideas in a meaningful, productive way.

Major Expansions Underway

Future construction at the Mississauga site will add 135 new inpatient beds. A revolutionary design will make it possible for nurses to provide patient- and family-centred care in spacious rooms with easily accessible equipment and supplies.

Commitment to Nursing Excellence in a Healthy Workplace Environment

At Trillium, we strive to provide, not only the best health-care environment for our patients and their families, but also the best working environment for our staff. We offer flexible benefit packages and work to enable full-time nursing employment, job-sharing opportunities, and guaranteed hours for nurses seeking part-time employment status. Trillium’s relationship-focused culture and commitment to creating exemplary people places are key to achieving clinical excellence as well as patient and staff satisfaction, and to helping nurses achieve work-life balance. In fact, Trillium has been recognized with a provincial Healthy Hospital Innovators Award for putting in place strategies that promote a healthy workplace environment.

Lifelong Learning Actively Supported

As leaders in health innovation, we nurture a work environment that promotes both personal and professional learning, creativity, excellence and opportunity. Learning and development are central to Trillium’s overall strategic direction, and we are committed to supporting the lifelong learning of all staff.

Nurses are encouraged and supported to pursue specialty nursing certification through the Canadian Nurses Association. On-site baccalaureate education eases access to educational programs for nurses pursuing a baccalaureate degree in nursing. Scholarships and bursaries are available to support nurses toward meeting their professional goals. Fully funded opportunities for education in clinical specialties, such as critical care and emergency nursing, are also available.

Educators and Clinical Nurse Specialists support the work of nurses. In the operating room, the role of the Registered Nurse First Assistant enhances care delivery through an expanded nursing role. In some clinical areas, advanced practice nursing roles such as Nurse Practitioners and Clinical Nurse Specialists are creating new models of care.

Culture of Shared Leadership Enables Autonomous Nursing Practice

A values-based practice culture ensures that nurses have leadership opportunities within interdisciplinary teams to make a difference and play an active role in shaping Trillium’s future. Implementation of interdisciplinary partnership councils enables and supports a shared leadership model where nurses, their managers and interdisciplinary team members work to continually enhance quality of care in an environment that supports professional practice.

Trillium Health Centre is an organization with a clearly defined vision. We know who we are, we know why we’re here. And we know that our strength lies in our people—a dynamic team of nurses who embrace and initiate change ‘The Trillium Way.’ Being a part of the Trillium Team means bringing the very best health care has to offer, and having the opportunity to work and grow in a friendly, caring, community-focused health centre with a history of providing excellence and innovation in health care in a patient-centred model. Consider joining Trillium, where possibilities are infinite, creativity is encouraged, and a new future for health-care service delivery will be born.

www.ontarionursing.ca
### General Information

**Type of HCP:** Home and Community Care Provider  
**Sites:** More than 30  
**Nurses:** 1,900  
**Allied Health Care Professionals:** Occupational Therapists, Dietitians, Physiotherapists, Speech Therapists, Social Workers, Recreational Therapists, Personal Support Workers

### Nursing Positions

**RN:** Yes  
**RPN:** Yes  
**Clinical Programs:** Visiting and shift home care nursing for all ages, Palliative Care, Infusion Therapy, Mental Health, Dialysis, Enterostomal Therapy and Wound Management, Immunization Clinics, Health Promotion Clinics, Diabetes Information and Services Program, Primary Health Care provided by Nurse Practitioners  
**Contracts:** FT, PT and casual nursing positions, permanent and temporary. FT and PT (over 0.5 FTE) include benefits  
**Scheduling:** A variety of schedules with input from employees. Self-scheduling and self-directed work teams where possible, otherwise master rotation  
**Clinical Placements:** VON works closely with colleges and universities across the province to plan numerous clinical placements annually  
**Externship Programs:** Yes

### Nursing Support

**Leadership:** Nurses function in management, education and policy development positions. We currently have 25 nurse practitioners working in primary health-care settings across Ontario  
**Paid Educational Days:** Yes  
**Orientation:** 2- to 3-week period using preceptorship model. VON helped develop the orientation program for nurses in Home Health Care, sponsored by the RNAO

### Contact Us/Send Résumés To

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The Ivy League of Community Nursing

The Victorian Order of Nurses (VON Canada) is the pioneer of home care in Canada. VON Canada is a national health-care organization and a federally registered charity that has been caring for the lives and well being of Canadians in their homes and local communities since 1897
For more than 100 years, VON has provided Canadians with high-quality in-home nursing, health promotion and outreach support, making its name synonymous with community nursing.

VON’s roots lie in bringing health care to under-serviced communities. Over the years, the organization has continued to evolve to meet the demands of changing times and the health and social needs of Canadians. VON is known for its commitment to addressing community needs and for its respect for clients. Today, VON continues to identify health and social needs, and works in partnership with Canadians to respond to those needs. VON has been a leader in the development of innovative supports for caregivers through its Family Caregiver Initiative, and continues to reach out to under-serviced areas through the Ontario primary health care nurse practitioner project.

VON Nurses Set the Standard for Home Care

VON follows a primary nurse model of care, and its nurses have a reputation for bringing exceptional skills, caring and good cheer into the homes they visit. Although VON nurses work independently in the home, their clinical practice is supported by the vast resources of the national VON organization. The assistance of a manager to discuss and resolve clinical issues is only a phone call away. Teamwork is supported through regular face-to-face meetings designed to facilitate planning, ensure sharing of VON Canada knowledge and nurture a sense of community. Technology assists nurses to stay connected to the support they may need.

VON prides itself on being a learning organization. Nurses receive orientation through a preceptorship program that is adjusted to meet individual learning needs. Their practice is supported by up-to-date policies and procedures developed nationally, distributed locally, and carried by every nurse into the home environment. Staff training for any new procedure or technology is a priority. Regular professional development sessions are organized through partnerships with other organizations and businesses.

VON Nurses Are Specialists in All Aspects of Community Nursing

VON believes that, whenever possible, people of all ages should be cared for at home. This philosophy has been the organization’s raison d’être. VON has nurses with expertise in a variety of areas, including ostomy, skin and wound care, mental health, foot care, respiratory care, intravenous therapy, dialysis and palliative care. VON nurses also lead the way in promoting community wellness through immunization programs, occupational health and much more. Full-time, part-time and casual employment is available to accommodate the individual needs of staff. Most care is provided between 8 a.m. and 11 p.m., with the majority of nursing services being delivered during the day.

Nurses who choose VON thrive on the autonomy and flexibility of their work, the one-on-one rapport with clients and an attractive pension and benefits program. They experience tremendous variety as they work with clients of all ages and at all stages of life. VON staff members see themselves as part of an organization that seeks to identify changing client needs, participate in activities that improve health-care policy, and advocate for continuous improvement to client care.

VON continuously strives to be Canada’s leading charitable organization addressing community health and social needs. VON’s slogan – Caring for Life – is more than a catch phrase: It is a philosophy that sums up the organization.

Locations:

Algoma; Brant-Norfolk-Haldimand; Chatham-Kent; Durham; Peterborough; Victoria & Haliburton; Hastings; Northumberland & Prince Edward; Eastern Lake Ontario; Eastern Counties; Grey-Bruce; Hamilton; Halton; Middlesex-Elgin; Lanark, Leeds & Grenville; Niagara; Ottawa-Carleton; Peel; Perth-Huron; Porcupine; Renfrew County; Sarnia-Lambton; Simcoe; Sudbury; Thunder Bay & District; Toronto-York Region; Windsor-Essex.

High-quality

www.ontarionursing.ca
York Region Health Services

GENERAL INFORMATION

TYPE OF HCP:
Public Health, Long-Term Care and Seniors Branch, EMS

LOCATION: York Region

SITES: 7

NURSES: 274

TOTAL STAFF: 1,395

ALLIED HEALTH CARE PROFESSIONALS:
Dental Assistant/Hygienist, Nutritionist/Educator,
Social Assistance Worker, Family Support/Outreach Program Worker,
Paramedics Inspector/Tobacco Control, Epidemiologist, Childbirth Educator

NURSING POSITIONS

RN: Yes
RPN: Yes

CLINICAL PROGRAMS:
Maternal and child health, reproductive health,
child birth education, prevention of chronic
disease and early detection of cancer, injury
prevention, school and workplace health and
wellness, sexual health, infectious diseases
control, immunization, health information line

CONTRACTS:
Full-time regular with benefits; casual and
part-time permanent with percentage in lieu
of benefits

SCHEDULING:
Self-scheduling primarily Mon-Fri with some
weekends. Total of 70 hours in each 2-week pay
period. Residential Services – master rotation

CLINICAL PLACEMENTS:
Placements available for all health-care
professionals

EXTERNSHIP PROGRAMS: No

NURSING SUPPORT

LEADERSHIP:
Public Health Nurses, Clinical Nurse Specialists,
Team Leaders, Program Managers and Directors,
Professional Practice Leaders

PAID EDUCATIONAL DAYS: Yes

ORIENTATION:
General orientation provided by corporation.
Program orientation specific to assignment

CONTACT US/SEND RÉSUMÉ TO

The Regional Municipality of York
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17250 Yonge Street
Newmarket, Ontario L3Y 6Z1
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Fax: 905-895-4232
E-mail: yrkhr@york.ca
Website: www.york.ca

Ignite your Nursing Career with York Region

York Region nurses enhance the wellness of our community by playing a vital role in addressing the public health and long-term care needs of our almost 900,000 residents
Rewarding

Encompassing the municipalities of Aurora, East Gwillimbury, Georgina, King, Markham, Newmarket, Richmond Hill, Vaughan and Whitchurch-Stouffville, York Region is one of the fastest-growing regions in the GTA. York Region Health Services provides a wide range of health-related programs and services that meet the needs of our residents at all stages of life. York Region nurses may pursue a variety of challenging and rewarding career paths through our Long Term Care and Seniors Branch and Public Health Branch.

Long Term Care and Seniors Branch

Nurses in the Long Term Care and Seniors Branch provide vital services that promote the health, safety and well-being of adults with heavy, complex physical, cognitive and/or psychiatric disorders and disabilities. They work in the following environments and services: two long term care facilities, day and outreach programs, and the Alternative Community Living Program (providing housing support and homemaking services to seniors).

Nurses enjoy the benefits of establishing longer-term, high-touch therapeutic relationships with their patients as they help them regain their health and achieve greater independence. They also enjoy a great deal of diversity in their roles, from the variety of treatment strategies they employ to the wide range of settings they may work in, including long-term care facilities and patients’ homes.

Public Health Branch

Playing a pivotal role in the health and safety of York Region residents, Public Health Nurses work in the following divisions:

Dental, Nutrition and School Services
- community and school programs that encourage dental health
- healthy eating
- healthy school environments

Child and Family Health
- one-to-one, clinic and group education services to expecting families or families with young children

Healthy Lifestyles
- offering health promotion, protection and disease prevention programs and services across the life span

Health Protection
- food safety
- rabies control
- safe water
- infection control
- West Nile Virus control
- injury prevention
- environmental health

Infectious Diseases Control
- sexual health clinics
- immunization programs
- investigation and control of infectious diseases

Public Health Nurses work with residents, local agencies and all levels of the government to develop and facilitate innovative and responsive programs that promote healthy and safe communities. It is an environment which encourages a great degree of professional autonomy and project ownership. The work of our Public Health Nurses positively affects the lives of all residents and is instrumental in ensuring the continued overall good health of York Region’s growing population.

A Great Place to Live

York Region offers residents a myriad of cultural activities, natural attractions and a strong sense of community. From the year-round fishing on Lake Simcoe in Georgina, to the thrills of Paramount Canada’s Wonderland in Vaughan, to the quaint shops and cafés on historical Main Street in Unionville, Markham and Newmarket, to the scenic hills of the Oak Ridges Moraine in King, Whitchurch-Stouffville and Richmond Hill, York Region has something to suit every taste, interest and lifestyle.

Seize Your Opportunity

Ignite your nursing career with York Region, a place where you may put to good use your fresh energy, collaborative spirit and passion for helping others. Find out about the range of full-time, part-time and casual opportunities that play a critical role in the health and wellness of an entire region, and see first-hand how your work makes a difference in the community.

www.ontarionursing.ca
Win! One week for 2 including airfare from Toronto at Sandals/Beaches in Cuba

You could be the 3rd annual winner of our Surf ’N Sandals Giveaway

Enter at OntarioNursing.ca

Giveaway Sponsored by:

Ontario Nursing

AIR CANADA vacations

Registered Practical Nurses Association of Ontario