



## JOB POSTING: Occupational Health Leader-Registered Nurse, Occupational Health Safety and Wellness

<b>File #:</b> 18-714	<b>Status:</b> Full Time	<b>Posting Period:</b> OPEN
<b>Work Location:</b> Providence Care Hospital	<b>Employee Group:</b> ONA Local 067	<b>Wage Rate:</b> \$34.02 - \$48.84

### Position Summary:

Reporting to the Director, Occupational Health, Safety & Wellness (OHSW), the Occupational Health (OH) Leader is an experienced Occupational Health Nurse who is responsible for coordinating the effective and efficient delivery of occupational health services within the OHSW departments across Providence Care to promote a healthy and safe workplace, reduce disability (sick) and workplace injury claims, ensure compliance with legislative requirements, and facilitate employees getting the assistance they need to maximize their full ability within the workplace. This role has responsibility for providing day to day leadership to an interdisciplinary OHSW team.

Education & Experience:	Key Knowledge, Skills & Abilities:
<p>Current, unrestricted RN registration with the College of Nurses of Ontario</p> <p>Baccalaureate degree in Nursing preferred</p> <p>Minimum of 5 years of recent experience working as an Occupational Health Nurse in a unionized workplace; experience in a health care environment is preferred</p> <p>Occupational Health Nursing Diploma or Certificate required</p> <p>Certified Occupational Health Nurse designation (COHN-C) or equivalent combination of education and experience may be considered</p> <p>Disability Management certificate or NIDMAR certification (CDMP or CRTWC) or equivalent combination of education and experience may be considered</p>	<ul style="list-style-type: none"> <li>▪ Proven knowledge and expertise in the Occupational Health Nursing discipline with experience interpreting and applying relevant legislation in the province of Ontario (e.g. duty to accommodate, Workplace Safety &amp; Insurance Act, OMA/OHA Communicable Disease Surveillance Protocols, Human Rights Act, Personal Health Information and Protection Act, and relevant provisions under the Employment Standard Act)</li> <li>▪ Demonstrated ability in the application of current disability management standards, with commitment to the principles of early and safe return to including obligations under the Workplace Safety &amp; Insurance Act.</li> <li>▪ Proven ability to apply the Standards of Practices for Nurses in Ontario in the context of an occupational health setting</li> <li>▪ Demonstrated health assessment skills required with an understanding of how certain conditions can impact fitness to work.</li> <li>▪ Demonstrated ability to collect and synthesize relevant information in the context of an employee/work situation and identify and articulate the main issue/concern/need verbally (e.g. to the employee during a meeting) and in writing (e.g. in email, by preparing letters to health care practitioners)</li> <li>▪ Demonstrated ability to effectively negotiate plans of action among relevant stakeholders when there is competing or conflicting needs or perspectives</li> <li>▪ Demonstrated ability to and create and maintain quality and timely documentation (e.g. charting, data entry) and the use of electronic documentation systems (e.g. Parklane, RL solutions)</li> <li>▪ Proficiency in typing (minimum of 35 wpm - to be tested)</li> <li>▪ Minimum of intermediate proficiency in using Word, excel and Outlook (to be tested) and technologically comfortable with learning and using new software applications in daily practice.</li> <li>▪ Knowledge of human resources practices/procedures, relevant jurisprudence impacting OHSW practices, with ability to use/interpret/apply collective agreements.</li> <li>▪ Proven ability to build trust, prevent and resolve conflict, and inspire and influence others to work toward common goals</li> <li>▪ Ability to exercise a high degree of judgment and tact in dealing with confidential, sensitive, and complex issues.</li> <li>▪ Ability to provide day to day leadership and motivate and mentor an interdisciplinary OHSW team</li> <li>▪ Ability to analyze data/results, interpret and apply legislation/guidelines/standards, and conduct research/collect information for the purpose of proposing change/improvement in the organization's health, wellness, and safety programs and related processes.</li> <li>▪ Ability to develop and implement OH&amp;S policies, procedures, and wellness initiatives</li> <li>▪ Demonstrated understanding and commitment to health and safety policies, procedures and applicable legislation.</li> <li>▪ Demonstrated patient/client-centered focus and commitment to the Mission, Vision, Values, and Ethics of Providence Care</li> </ul>

Please send your updated resume and cover letter in one document, quoting the file number in the subject line to: [work@providencecare.ca](mailto:work@providencecare.ca).

Contact Tim Huddle, Human Resources Consultant, 613.544.4900 x 53460 for a complete list of duties, responsibilities or inquiries.

We are committed to inclusive and accessible employment practices – Please notify the above if you require an accommodation to fully participate in the hiring process or require recruitment documents in French.