

The Regional Diabetes Retinal Screening Support Nurse (RDRSN) is an integral member of the Regional Diabetes Program (RDP). Guided by NRHA Primary Health Care principles, this position strives to improve the health status of the residents of the NOR-MAN Region. The position encompasses technical clinical skills, specific eye care education as it relates to diabetes education and assessment. The RDRSN will be responsible for coordinating and booking Diabetes Retinal Screening Clinics throughout the region. Under the guidance and support of the Regional Eye Care Nurse (RECON) the RDRSN will conduct basic ocular assessments for selected individuals throughout the Regional Health Authority using ophthalmic photographic and electronic transmission and will perform the administrative work required to forward the obtained information to the appropriate sources. The technician will work with individuals, families, groups and communities to promote activities directed toward sight restoration and preservation.

The position encompasses skill sets such as health promotion and education, emphasizing care strategies for vision loss and health education for chronic disease risk management and healthy living. The incumbent will practice as an integral member of the Regional Diabetes Team. In addition to the Regional Team this position will include a close liaison with the Misericordia Health Centre Eye Care Centre of Excellence and other program staff. Support for specialized ophthalmic photographic skills will be provided. The position works under the authority of the NRHA, and under the guidance and support of the Regional Eye Care Outreach Nurse (RECON) within a scope of practice defined by the College of Licensed Practical Nurses of Manitoba, enhanced when necessary, through the delegation of clinical practice functions by designated members of the Manitoba College of Physicians and Surgeons.

The NRHA endorses the Principles of Harm Reduction and as per policy, all staff working within the Primary Health Care Centre will establish a context that supports individuals, families and communities in making healthy decisions directed toward reducing or containing the adverse health, social and economic consequences of behaviours, attitudes and environments that may increase risk to a person's health.

Regular travel will be required to selected communities throughout the region and on occasion to Winnipeg and other sites. This position requires flexibility with regards to hours of work as work schedules may include evenings and weekends.

The incumbent must fulfill the requirements of the Criminal Records/Vulnerable Person and Child Abuse Registry Checks and adhere to all NOR-MAN Regional Health Authority policies and procedures.

## **QUALIFICATIONS**

### ***Formal Education and/or Training:***

- Current active licensure with the College of Licensed Practical Nurses (CLPNM)

### ***Additional Qualifications:***

- Experience preferred in conducting basic ocular assessments; providing visual acuity, tonometry and retinal screening using ophthalmic photographic and electronic transmission procedures.
- Experience in the prevention, assessment and management of diabetes and its complications preferred. This includes knowledge of the current Canadian Diabetes Association Clinical Practice Guidelines.
- Two years in the last Five years related experience in Community Health and/or Primary Health Care experience
- Certification in basic Cardio-pulmonary Resuscitation (CPR), or obtain within 3 months of commencing employment. Maintenance of current CPR is required

### ***Other Skills/Product Knowledge:***

- a) Demonstrates competent clinical judgment as well as clinical assessment, planning, implementation and evaluation in serving the needs of clients, families and communities.
- b) Knowledge and familiarity with northern culture and population to be served. Demonstrates an appreciation of the various regional communities and cultures, with fluency in Cree considered an asset.
- c) Knows principles of cross-cultural health care with demonstrated sensitivity to culturally related issues.
- d) Requires excellent interpersonal skills and cross-cultural communication skills, including verbal, written and educator expertise
- e) Demonstrates skills in health promotion and chronic disease management.
- f) Ability to facilitate learning based on learner's age, learner's educational level and need/or readiness to learn in either the one-on-one or group setting.
- g) Knowledge of Primary Health Care best practices
- h) Demonstrated organizational and planning skills.
- i) Demonstrates a willingness to learn new skills and flexible to adapt to new protocols and program changes.
- j) Must be professional and maintain a high level of confidentiality at all times, familiarity with medical records keeping is an asset.
- k) Ability to be flexible in service delivery and to effectively manage time in accomplishing this.
- l) Ability to develop positive interpersonal relationships with internal and external partners.

- m) Demonstrated initiative and ability to work in a busy environment with limited supervision, using own initiative and clinical judgment.
- n) Experience and proficiency with computers (IBM/PC – Windows) and ability to type.
- o) Ability to work effectively in a multi-disciplinary team setting.
- p) Valid Class V driver's license and willingness/ability to travel frequently throughout the region throughout the year, and occasionally to Winnipeg or elsewhere
- q) Residence in /or relocation to the service area is required.
- r) Physical and mental health to meet the demands of the position.
- s) Ability to speak Cree is an asset.

**For Further information please contact [recruit@normanrha.mb.ca](mailto:recruit@normanrha.mb.ca)**