

Registered Practical Nurse, Primary Health Care

Permanent Full Time Position: 35 hours per week

Expected Start Date: As soon as possible

Sites: Between both Lakeshore and East Mississauga Community Health Centre sites

Salary: \$48,724.12 to \$58,099.55 per year (\$26.77 - \$31.92 per hour)

This is an existing opening. No Artificial Intelligence tools will be used to screen, assess or select candidates

Organization Background

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment.

Our organization is grounded in principles of health equity, and we are committed to delivering services and programs through an anti-racism, anti-oppression lens. We strive to create a healthier community by putting people first and addressing systemic barriers to care.

Job Summary

At the heart of our work is an interdisciplinary approach that delivers holistic, community-based care – with a strong focus on individuals who experience barriers to accessing health services. Our team is deeply committed to inclusivity and works within the social determinants of health framework, emphasizing prevention, health promotion, and client education.

Reporting to the Manager, Primary Health Care, the Registered Practical Nurse (RPN) is accountable for the provision of high-quality nursing care to clients as per the standards of the regulated profession, and in keeping with licensed requirements of the College of Nurses of Ontario. The RPN will also provide other appropriate service to clients as assigned which may include (but not limited to): administrative tasks, performing a range of medical and laboratory procedures as appropriately delegated, maintaining equipment and medical, laboratory and pharmaceutical supplies.

Primary Responsibilities

- **Clinical Assessments** – Performs delegated assessments and assists with well adult, child, and well-baby exams.
- **Intake & Triage** – Assists with intake, triage, routine and urgent calls, provider updates, and service navigation.
- **Complex Needs Support** – Monitors patients, provides health teaching and contributes to care planning.
- **Health Promotion** – Delivers preventive education, supports self-care, and identifies improvement needs.
- **Vaccine and Medical Supply** – Maintains medical, pharmaceutical, biohazard and educational supplies.
- **Referrals & Procedures** – Assists with referrals and specialist coordination; performs routine procedures (e.g., allergy injections; BHCG; ear irrigation; throat swabs, etc.) with proper documentation.
- **Home Visits** – Provides home visits for vitals, health teaching and patient support.
- **Documentation & Quality** – Maintains accurate EMR documentation, adheres to privacy requirements, and participates in chart reviews.
- **Teamwork & Confidentiality** – Collaborates with the interprofessional team and supports a safe, respectful environment.
- Other duties as assigned by the Manager

Required Qualifications

- Registered Practical Nurse diploma
- Registered and in good standing as Registered Practical Nurse with the College of Nurses of Ontario
- Minimum of two (2) years nursing experience working in community or public health environment or preferably a primary care setting
- Superior problem-solving skills and flexible, with the ability to prioritize and time manage in a very busy office environment
- Excellent interpersonal skills necessary to work effectively across all levels of the organization's diverse workforce
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team-oriented atmosphere
- Open minded, eager, and willing to constantly learn and improve one-self
- First Aid and CPR are requirements and must be kept current
- Valid Driver's License is an asset
- Experience with database applications (i.e. Electronic Health Records)
- Ability to learn new software quickly and willingness to continuously develop technology skills.
- Demonstrated commitment to and knowledge of the principles of primary health care, community-based health care, harm reduction practices, the social determinants of health and health promotion principles and values
- Knowledge of LAMP's local communities, priority populations and/or a second language that is reflective of the community being served are all preferable assets.

What We Offer

For qualifying full-time employees:

Comprehensive Health & Wellness Coverage

- Extended health and dental: coverage for prescription drugs, vision, health practitioners and more
- Group life insurance
- Employee Assistance Program (EAP): free, confidential support
- Healthcare discounts via Altum Health for services like massage therapy and physiotherapy
- Free access to **Calm** (meditation, sleep stories, self-care tools) and employee engagement platform **Motivosity**
- 4 weeks of vacation to start plus paid sick days
- 11 paid statutory and organizational holidays
- Pension: membership in the **Healthcare of Ontario Pension Plan (HOOPP)**
- No 24-hour rotational shifts

Growth, Purpose & Community Impact

- Paid orientation, ongoing training, and professional development opportunities
- On-site and e-learning, plus access to course fee support
- Opportunities to serve diverse communities through inclusive, client-centered care
- Collaborative work environment focused on innovation and continuous improvement
- Active involvement in internal/external committees and community partnerships

- A workplace committed to equity, diversity, and removing barriers to accessibility

LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups. Requests for accommodation due to disability can be made at any stage in the recruitment process.

Please send your resume with a cover letter to **Human Resources:**

Email Address | recruiting@lampchc.org
Subject | ***Job Opening for Registered Practical Nurse (RPN), Primary Healthcare***
External Deadline | ***Open until filled***

This is an ONA Bargaining Unit Position

We thank all applicants for their interest. However, only those selected for interviews will be contacted. No phone calls please.