



Registered Practical Nurse

Job Title:	Registered Practical Nurse
Employment terms:	Regular full time, 1.0 FTE (35 hours/week), with expectations to work evening and weekend hours. This is a permanent position, contingent upon continued program funding.
Salary range:	\$46,633.00- \$56,238.00 annually along with HOOPP pension plan and extended health benefits
Expected start date:	ASAP
Number of positions:	1
Reporting to:	Manager, Operations and Integrated Services or Delegate
Locations:	5 Fairview Mall Drive, North York, ON
Application deadline:	October 24, 2025 by 5:00 PM Eastern Time
Application Process:	Qualified applicants are invited to submit their application via email at: www.jobillico.com/en/job-offer/flemingdon-health-centre/registered-practical-nurse-fv-1.0-fte/16449268
Please include a cover letter and resume in a single file.	

Background: Flemingdon Health Centre (FHC) is an engaged and involved member of some of Toronto's most dynamic neighborhoods; Flemingdon Park, Fairview and Thorncliffe Park. FHC is a registered charity and an incorporated not-for-profit Community Health Centre (CHC), with a vision of Strong Healthy Communities. Across our three sites, we provide a range of health-related services based on the social determinants of health with extensive community engagement.

At FHC, we believe that health is much more than just the absence of disease. Our approach to community health encompasses the social determinants of health which includes: education, employment, isolation, food security and social supports, and utilizes a community development model to promote health, prevent disease, and strengthen community capacity. We value health equity, inclusion, community engagement, accountability & transparency, excellence and collaboration & partnerships.

Position Summary:

The Registered Practical Nurse will work as part of our community-based interdisciplinary primary health care team to deliver high quality primary health care services for optimal individual and community health outcomes. The role is committed to client-centred care, and passionate about working collaboratively to address the social determinants of health, to reduce barriers and improve access to comprehensive health care for the residents of our catchment area.

Responsibilities include:

Direct Client Care:

- Participate in providing comprehensive primary care within the scope of a Registered Practical Nurse
- Provide on-site and telephone triage and follow up as needed
- Responsible for obtaining client vitals, initial basic health history and supporting the overall workflow of the primary care clinic
- Support client care delivery for FHC clinical programs including the home-bound program and prenatal clinic
- Perform basic nursing skills (e.g. dressings injections, suture/clip removal and assisting with other

procedures as required) as required and administering immunizations, medication and treatments as directed by supervising physicians

- Assist in client care coordination, communicating with FHC team members, other community health providers and community services as needed
- Assist with chronic disease management (with emphasis on diabetes, hypertension, and asthma), health screening and health teaching as required
- Maintain sterile clinical equipment by autoclaving and assist in maintaining medical supplies stock and inventory as well as vaccine inventory and monitoring
- Ensure that infection control and health and safety standard are maintained and practiced
- Maintain accurate and timely documentation in Electronic Medical Records

Health Promotion and Education:

- Assist in the delivery of community outreach programs, health education and promotion initiatives based on the needs of the client population and the community
- Develop and maintain knowledge of the Thorncliffe Park community and have working knowledge of community services and resources to make appropriate referrals

Organizational Responsibilities:

- Participate in quality improvement, audits, accreditation and other relevant organizational committees, working groups and team meetings
- Participate and assist in the identification of priority populations and implement effective services consistent with FHC's vision and values
- Assist nursing and medical students and support volunteer placement programs as needed
- Participate in continuing education activities to enhance skills and knowledge and assist in the in-service training of other employees
- Other activities as assigned by the Manager, Primary Health Care

Skills and Qualifications

- Registered Practical Nursing diploma from a recognized college
- Registered Practical Nurse in good standing with the College of Nurses of Ontario
- Minimum of three years' experience as a Registered Practical Nurse within a primary care or community health centre setting
- Proficiency in current, evidence-based nursing practices including effective assessment and treatment methods, chronic disease management, health screening, health promotion and education
- Experience working with diverse communities, newcomer groups and populations experiencing complex needs and multiple systemic barriers
- Skilled in client-centred care, with demonstrated commitment to anti-racist and anti-oppressive practice
- Excellent interpersonal and communication skills and able to work effectively in an interdisciplinary team environment
- Strong computer skills, including Microsoft Office Suite and Electronic Medical Records, preferably Practical Solutions (PS suite)
- High level of organizational and time management skills and demonstrated ability to prioritize, to be flexible, and to work in a changing environment



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Working Conditions & Physical Requirements:

- Incumbent will be expected to work some evening and/or weekend hours based on project demands.

Note: This is a bargaining unit position with UFCW. Terms may be altered as a result of collective bargaining. For more details on benefits and entitlements, please refer to our collective agreement here: [Collective Agreements Portal \(gov.on.ca\)](https://www.gov.on.ca)

We encourage applications from individuals who can identify with the diverse communities we serve. We thank all applicants for their interest but regret that only those selected for an interview will receive an acknowledgement. Please note that a criminal background check (Vulnerable sector) will be conducted for this position. In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.