

**The Corporation of the City of Thunder Bay**

**has a rewarding opportunity for**

**Registered Practical Nurses at our long-term care facility, Pioneer Ridge, as part of Ontario’s Nursing Graduate Guarantee Program (NGG)!**

**Apply On-line at** [**https://www.nursescareerstart.health.gov.on.ca/**](https://www.nursescareerstart.health.gov.on.ca/)

The Nursing Graduate Guarantee (NGG) program is funded by the Ministry of Health and supports new Registered Practical Nurses who are within 12 months of registering with the College of Nurses of Ontario (CNO) by providing them with a temporary full-time employment opportunity above employers’ existing staffing complement, to improve their transition into practice, and into full-time employment.

The NGG program aims to:

* Support new nurses in Ontario as they transition into practice;
* Improve the integration of new nurses into the workforce;
* Promote the availability of full-time employment or the equivalent of fulltime hours for new nurses; and
* Promote health workforce planning at the organizational level.

Upon completion of the transition to practice period (12 weeks), we will transition new nurses into full-time employment or the equivalent of full-time hours for a minimum of 6 months (26 weeks) within one year (12 months) of the new nurse’s start date of the transition into practice period (12 weeks).

[Nursing Graduate Guarantee Program Guidelines](https://www.ontario.ca/files/2024-05/moh-2023-24-guidelines-participation-nursing-graduate-guarantee-program-en-2024-05-06.pdf)

Work Location: Thunder Bay

***Shift Pattern: Day – Night rotation, Day – Evening shift***

Thunder Bay is the largest community on Lake Superior. With a census metropolitan area population of 123,258 (Census 2021), it is the most populous municipality in Northwestern Ontario. Deeply rooted with European and Indigenous cultures, Thunder Bay is the sixth most culturally diverse community of its size in North America. The Community values a high quality of life and promotes a clean, green, beautiful and healthy community that provides economic opportunity, respects diversity and provides affordable and safe neighborhoods that are accessible to all.

Thunder Bay is a vibrant community and is the region's commercial, administrative, and medical hub. From trees to transportation to the new frontier for research, health and life sciences, the community stands for hard work and innovation. The City by the Bay is home to 38 elementary schools, three middle schools, eight secondary schools, two private schools, an adult education facility, a post-secondary college and a university institution that provides a medical school and a law school.

As a four-season outdoor paradise Thunder Bay is the sunniest city in eastern Canada with an average of 2121 hours of bright sunshine each year. It is also one of the most dynamic "Cultural Capitals of Canada". Residents and visitors of Thunder Bay enjoy the har­mony of a city rich in wide-open green spaces, parks and wilderness - and a major centre for visual and performing arts, and culture.

**If you truly enjoy the advantages of work life balance that a smaller city provides in a large organizational setting, then come join us!**

**If you already live here, we can’t wait for you to join our team!**

**Why Pioneer Ridge?**

Comprised of 200+ staff, who are highly skilled and trained, Pioneer Ridge provides 150 Long Term Care beds and is a place for residents to live well. Residents are treated equally in a setting of compassion and care, through quality nursing care, life enrichment programs, balanced nutrition, and social and spiritual opportunities.

Since 2018, Pioneer Ridge is a recognized Best Practice Spotlight Organization with the Registered Nurses’ Association of Ontario; and has also been accredited by the Canadian Council on Health Services, which is a testament to the quality of care and services that are provided to residents.

Watch this video to experience life as an employee at Pioneer Ridge: [Day in the life of a RPN](https://www.youtube.com/watch?v=oC7uX28Gvj8)

**The Opportunity**

As a Registered Practical Nurse, assumes the team leader role of the Resident Home Area including resident care, staff, and the environment within the RPN scope of practice; provides optimum individualized resident care in accordance with the Standards of Nursing Practice, College of Nurses of Ontario, and long-term care legislation.

This role reports to the Clinical Manager with the following accountabilities:

* Assess patients' needs and develop individualized care plans
* Provide direct care to patients, including administering medications and treatments, and conducting specimen collections
* Monitor patient progress and adjust care plans as needed
* Communicate effectively with patients, families, and healthcare teams to coordinate care and services
* Maintain accurate and detailed records of patient interactions and care provided

**Ideal Candidate**

Participation in the NGG program is open to nurses within 12 months of registering

with the College of Nurses of Ontario (CNO).

Canadian educated nurses who:

* Graduated with a diploma from a practical nursing program in Canada;
* Have not been employed as a nurse in Ontario in the six months prior to participating in the NGG program;
* Match with an employer on the NGG online portal within 12 months of registering with the CNO;
* Are legally eligible to work full-time hours or the equivalent of full-time hours in Ontario and;
* Commit to accepting full-time employment or the equivalent of full-time hours with their NGG employer after completing the NGG program transition into practice period.

Internationally educated nurses (IENs) who:

* Completed their nursing education outside of Canada;
* Have not been employed as a nurse in Ontario in the six months prior to

participating in the NGG program;

* Match with an employer on the NGG online portal within 12 months of registering with the CNO;
* Are legally eligible to work full-time hours or the equivalent of full-time hours in Ontario and;
* Commit to accepting full-time employment or the equivalent of full-time hours with their NGG employer after completing the NGG program transition into practice period

**Registered Practical Nurse (RPN) Commitment Incentive**

Registered Practical Nurses (RPNs) who join our team and make a 24-month commitment to Pioneer Ridge may be eligible to receive $8,000 through our RPN Commitment Incentive Program. RPNs may receive $4,000 after completing their first 2,080 hours and another $4,000 after completing additional 2,080 hours.

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**Why Work for the City of Thunder Bay (CTB)?**

When you work for the City of Thunder Bay, you are part of our team, and here you can:

* Experience your importance,
* Unleash your potential,
* Know your work matters,
* Embrace diversity,
* Make a difference,
* Join a dedicated team, and
* Build community.

Learn more about the top reasons to work at the CTB: [CTB Careers](https://www.thunderbay.ca/en/city-hall/career-fair.aspx)

**Great Benefits**

As an employee with the Corporation, you will be in receipt of the following amazing benefits:

* Great competitive salary
* Fantastic matching pension plan
* Awesome commitment incentive (as indicated above)
* Supportive employee family assistance program (EFAP)
* Excellent employee wellness program
* Healthy Staffing Pattern (nurse to patient ratio)
* Fun place to work – staff appreciation events, recognition days, BBQs, luncheons etc.
* Great teamwork environment – have other professional & experienced staff to work with regularly
* Amazing, dedicated team who are very focused on providing exceptional resident care
* Opportunity to provide meaningful work
* Fantastic tuition reimbursement program (full-time employment)
* Advantageous voluntary leave purchase plan (full-time employment)
* Great paid vacation and holidays (full-time employment)
* Awesome comprehensive benefit plan (full-time employment)
* Great corporate training & leadership development
* Great career progression opportunities – career path to grow into supervisory/managerial role

**How to Apply**

We can’t wait for you to join us and be a part of our team!

For a detailed job description, including job responsibilities and to apply please

visit:[**https://www.nursescareerstart.health.gov.on.ca/**](https://www.nursescareerstart.health.gov.on.ca/)

**Beautiful Thunder Bay**

Learn why Thunder Bay is such great place to live and work: <https://gotothunderbay.ca/why-thunder-bay/>