



Occupational Health Nurse - Calgary

Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts, providing North American customers a competitive rail service with access to key markets in every corner of the globe. CP is growing with its customers, offering a suite of freight transportation services, logistics solutions and supply chain expertise. Visit cpr.ca to see the rail advantages of CP.

PURPOSE OF THE POSITION:

The Occupational Health Nurse, (OHN), is responsible for the management, coordination, implementation and maintenance of a variety of occupational health programs and medical services in an assigned regional service area (US or Canada). The OH policies and programs for CP employees and prospective employees support their health, safety and fitness to work, they include:

- Fitness to Work Medical Policy & Procedure
- Periodic Medical Assessment Program
- Employment Medical Assessment Program
- Disability Management/Return to Work Program
- Drug & Alcohol Programs

These services, policies and programs conform to CP's Health Services policies, programs and protocols including compliance with US or Canadian Federal regulations or Company Policy.

POSITION ACCOUNTABILITIES:

- Work with a team of stakeholders such as, Chief Medical Officers, Corporate Physicians treating physicians, health care providers, VP's, General Managers, Superintendents, union officers, HR, LR, Safety, Disability Management and Claims staff in managing employee fitness to work and occupational health issues to ensure the health, wellbeing and safety of employees and CP's operations;
- Lead and facilitate the assessment, interpretation and evaluation of medical treatments, reports and examinations to develop and compile fitness to work opinions and recommendations to key stakeholders including fitness for duty evaluations, Independent Medical Examinations and/or functional capacity evaluations referrals;
- Provide coaching, guidance, subject matter expertise and support to managers, supervisors and other CP departments and employees in the assigned service area on all Health Services programs;
- Educate unionized and non-unionized staff, as well as local, senior management and union officers on medical fitness for duty issues to promote Health Services policies, programs and requirements;
- Promote compliance with US or Canadian Federal legislation and regulations related to Railway Safety and Occupational Safety and Health;
- Act as an agent of change in the organization, delivering training, and promoting fitness to work programs in the different areas of the organization where programs are being developed, implemented, and amended;
- Accountable for implementation, coordination and maintenance of policies and procedures for injury and illness prevention programs to foster employee wellness to ensure fitness for duty, and effect earliest possible return to work after illness or injury;

- Accountable for implementation, coordination and maintenance of physical examination programs, which include drug and alcohol screenings, laboratory reports, health status reports, and physician communications as required by regulation or company policy, and ensure appropriate action is taken;
- Remain current on, and enforce compliance with, rules and regulations of state and federal regulatory agencies;
- Aid in the decision of company position to assure medical standards are correctly and consistently applied;
- Accountable to the Director Health Services, and operates within the context and prescribed limits as by the Director Health Services.

POSITION REQUIREMENTS:

- Diploma in Nursing is required; baccalaureate degree in Nursing or equivalent is preferred;
- Current registration with College and Association of Registered Nurses of Alberta, (CARNA), is required;
- Post graduate training related to Occupational Health/Clinical Case Management (e.g. Occupational Health Nursing Certificate) is required (either completed, in progress or to be commenced);
- A minimum of 2 years of experience working as a Registered Nurse in a clinical setting is required and experience in the field of Occupational Health or disability case management is considered an asset;
- Strong clinical assessment skills are required in order to assess fitness for work across the employee life cycle;
- Strong working knowledge of Human Rights Legislation, Americans with Disabilities Act, the Family Medical Leave Act, Workers Compensation, Privacy legislation and other related Federal regulations (US and Canada);
- Experience with the US health care and benefits systems would be an asset;
- Exceptional communication skills, verbal and written is required;
- Knowledge of railway operations and functions would be an asset;
- Strong interpersonal and conflict resolution skills;
- Ability to prioritize work, problem solve and to work independently as well as part of a multi-disciplined team is essential;
- Demonstrated commitment to continuous learning in related occupational health and safety fields;
- Computer proficiency in Microsoft Office including Outlook, Word, Excel and PowerPoint. Knowledge of SAP and electronic document management would be an asset;
- Bilingual French and English, would be an asset.

ADDITIONAL INFORMATION:

As an employer with national presence, the possibility does exist that the location of your position may be changed based on organizational requirements.

Background Investigation:

The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check

Management Conductor Program:

Becoming a qualified conductor or locomotive engineer is the single best way for a management employee to learn the business at CP. You may be required to obtain a certification or to maintain your current certification/qualification as a conductor or locomotive engineer.

Please note that only those applicants that apply online at www.cpr.ca/en/careers/ to requisition number 71905 by July 8, 2018 will be considered for this position.

Benefits: Flexible and competitive benefits package; Competitive company pension plan; Employee Share Purchase Plan; Performance Incentive Program; Annual Fitness Subsidy.

CP is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals. All applicant information will be managed in accordance with the federal Personal Information Protection and Electronic Documents Act ("PIPEDA").