

Position:	Nurse Practitioner	Status:	<input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Casual
Date:	July 12, 2007 v.2	Reporting To:	Executive Director
Salary:	\$80,000 to 89,000 yearly (37.5 hrs/wk)	Supervision:	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes

PURPOSE

The Nurse Practitioner refers to a Nurse registered with the College of Nurses of Ontario (CNO) in the extended class or RN (EC). The NP is an autonomous, community-based, primary health care practitioner whose scope of practice involves providing health care services to individuals of all ages, to families and to communities.

The NP will work in collaboration with the family physicians and the interdisciplinary team to provide timely, effective and appropriate intervention for patients.

The NP will utilize his/her advanced knowledge and decision-making skills in assessment, diagnosis, and health care management, thus providing comprehensive health services to patients who include: the patient throughout his or her lifespan; the patient's family; and the community, with a strong emphasis on health promotion and disease prevention. This expert practitioner's role is to contribute to the quality of patient care through advanced practice, education, research and consultation.

The NP will have a broad scope of practice, including but not limited to:

- Prenatal visits.
- 'Well Woman' exams.
- Medication renewals.
- "Well Baby" exams.

Accountability:

The Nurse Practitioner is to practice within the scope and according to the standards of practice as outlined in the following documents:

- *The Regulated Health Professionals Act (1991)*
- *The Nursing Act (1991)*
- *The Public Hospitals Act (2003)*
- *The Standards of Practice for Registered Nurses in the Extended Class 2003*

DUTIES AND RESPONSIBILITIES	% PERFORMED
CLINICAL RESPONSIBILITIES	
<p>1) <u>Therapeutics</u></p> <ul style="list-style-type: none"> a) Initiates and manages the care of patients with diseases or disorders within their scope of practice and/or monitors the ongoing therapy of patients with chronic stable illness by providing effective pharmacological, complementary, or counseling interventions. b) Prescribes drugs, orders X-rays and laboratory tests included in the Schedules of the Regulations to treat diseases or disorders within the RN-EC scope of practice. c) Utilizes additional medical directives as approved by the GBFHT (Georgian Bay Family Health Team) and GBFHN (Georgian Bay Family Health Network) & BMFHN (Blue Mountain Family Health Network) 	70%
<p>2) <u>Health Promotion and Disease Prevention</u> Implements strategies to promote health and prevent disease with individuals, families and groups.</p>	
<p>3) <u>Family Health</u></p> <ul style="list-style-type: none"> a) Synthesizes information from individual patients to identify broader implications within the family. b) Assesses and manages the care of families. 	
<p>4) <u>Community Development</u> Synthesizes information from individual patients and their families to identify broader implications within the community.</p>	
<p>5) <u>Communication</u></p> <ul style="list-style-type: none"> a) Communicates effectively with the physician and other health care team members to create a cohesive team and seamless services to the community. b) Communicates effectively with all patients, families, peers, other health care professionals and community partners. c) Participates in interdisciplinary meetings as required. 	8%
<p>6) <u>Reporting</u> Prepares statistical reports monthly, or as required, for the GBFHT and the Ministry of Health and Long-Term Care and participates in their analysis.</p>	2%
<p>7) <u>Evaluation</u></p> <ul style="list-style-type: none"> a) Evaluates patient comprehension and compliance to the plan by reviewing clinical and learning outcomes. b) Identifies key performance indicators for nursing services, participates in the measurement of these indicators. c) Participates in workload measurement, evaluates results to identify trends in patient needs. 	5%

DUTIES AND RESPONSIBILITIES	% PERFORMED
<p>8) <u>Team Development</u></p> <ul style="list-style-type: none"> a) Promotes and actively participates in a multidisciplinary provider model. b) Works effectively within an interdisciplinary team, in varied practice settings, to improve access to primary care for the residents of the Georgian Bay area. The “patient” may be an individual, a family, a target group or a community. c) Collaborates with providers and patients to ensure that appropriate management, referral and responses to inquiries are provided. d) Utilizes information from individual patients to identify broader implications for health within the community. e) Participates in the development and evaluation of policies, protocols, procedures, and advanced directives to improve patient care and/or to promote efficient utilization of resources. f) Provides case study nursing consultation, conducts in-services and workshops for team members, other health professionals and community partners. g) Promotes awareness of the GBFHT’s services and programs. h) Actively participates in staff, team and committee meetings as appropriate. i) Provides consultation as requested to community groups, partners and team members. j) Provides leadership and mentorship to nursing students that enter the GBFHT on a placement. Participates in the education of other health professional students. k) Participates in the development, planning and evaluation of treatment, education, counselling and health promotion activities of the GBFHT. 	10%
<p>9) <u>Professional Development</u></p> <ul style="list-style-type: none"> a) Maintains and develops professional competence through ongoing professional development. Fully participates in the Quality Assurance Program of the College of Nurses of Ontario. b) Stays current and aware of opportunities to implement new, evidenced-based methods of patient assessment and treatment. c) Participates in self-directed learning to ensure that his/her practice remains relevant by attending professional conferences, e-learning and journal reviews. d) Participates on interdisciplinary committees to promote professional/interpersonal development. e) Participates in clinical projects/studies as required. 	5%
<p>10) <u>Related Duties</u></p> <ul style="list-style-type: none"> a) Models the values and philosophy of the GBFHT. b) Exhibits a commitment to life-long learning. c) Maintains confidentiality of team, personnel and patient information. d) Facilitates appropriate in-house and external education sessions. e) Assists with planning and attends special events. f) Performs other associated duties as required. 	

SPECIFICATIONS

11) EDUCATION / EXPERIENCE:

- a) Completion of a recognized Primary Care Nurse Practitioner Program (RN (EC)).
- b) Baccalaureate in Nursing – Masters preferred.
- c) Current registration as a Registered Nurse in the Extended Class (RN (EC)) with the Ontario College of Nurses.
- d) Current Ontario Drivers' License.
- e) Demonstrated experience in a Community and/or Primary Care Setting.
- f) Demonstrated experience in the area of chronic disease management and prevention.
- g) Two years experience in a primary health care setting preferred.
- h) RNAO membership preferred.

12) SKILLS / ABILITIES:

- a) Knowledge and proficiency in current, evidence-based methods and practices of primary care delivery, with an emphasis on health promotion and risk reduction.
- b) Superior leadership, organization, research, evaluation, time management, communication and interpersonal skills.
- c) Proficiency in the use of the computers, particularly in Microsoft Word, Excel, Outlook.
- d) Experience with Mac computers is beneficial but not required.
- e) Desire and ability to update knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences.
- f) Multi-tasking skills related to the delivery of efficient primary care including the ability to share information and teach while treating a patient.
- g) Excellent verbal and written communication skills.
- h) Ability to be open-minded and non-judgmental.
- i) Demonstrated ability to welcome change and manage it innovatively.
- j) Knowledge of the goals; structure; policies and procedures, and programs of the GBFHT.

13) EQUIPMENT USED:

Various diagnostic and medical equipment, computer, printer, scanner, fax, photocopier, telephone, AV equipment (video projection), and a variety of teaching aids.

14) WORK ENVIRONMENT:

- a) **GBFHT Clinics – Collingwood, Stayner, Wasaga Beach**
The work environment will be in a wide variety of clinic areas that may be well-lit, ventilated and furnished ergonomically but some locations may be less than optimal. Personal office space may or may not be shared.
- b) **GBFHT Satellite or Outreach Sites**
Environment may vary depending on location. Ergonomics, health and safety of the NP will be an important consideration when the location is furnished and equipped. It may be required to bring some requisite equipment and supplies when reporting to work in these environments.
- c) **In Home Visits**
The Nurse Practitioner may be required to provide primary care within the confines of a patient’s home. These environments are not assessed before hand and it is the responsibility of the NP to assess the environment for health and safety risks. It is the policy of the GBFHT that no employee is exposed to second-hand smoke. Travel related to the fulfillment of this position description will be reimbursed.

15) REPORTING RELATIONSHIPS:

The Nurse Practitioner reports to the Executive Director. In clinical matters, the NP collaborates with physicians and other FHT members to provide the most efficient, appropriate primary care to a patient of the FHT. The NP collaborates with other community health partners to deliver appropriate services and programs to the community.

APPROVAL SIGNATURES:

Employee

Employer

Date

Date