Ear Falls Community Health Centre

Ear Falls Family Health Team



“Healing Together”

**POSITION DESCRIPTION**

**NURSE PRACTITIONER – RN-EC**

**MANDATE:**

The Ear Falls Community Health Centre/Ear Falls Family Health Team provides an approach to primary health care that brings together a team of health care providers to co-ordinate the highest possible quality of care for the patient.

The Ear Falls Community Health Centre/Ear Falls Family Health Team will consist of a physician, nurse practitioner, nurses and administrative support staff working collaboratively, each utilizing their own experience and skills to provide enhanced care to the Team’s patients.

**OUR VISION:**

*“All patients with the Ear Falls Community Health Centre/Ear Falls Family Health Team have timely access to high-quality and comprehensive primary care; care that is*

* *Working with collaborative teams consisting of health care professionals, patients, caregivers and the community*
* *Working with our health care system to promote good health and provide seamless care for all patients*
* *Sustainable – efficiently delivered and appropriately resourced to achieve expected and long-term outcomes.”*

**ACCOUNTABILITY:**

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

* College of Nurses of Ontario
* Expanded Nursing Services for Patients Act (1998)
* Nursing Act (1991)
* Regulated Health Professions Act (1991)
* Health Protection and Promotion Act (1990)

The Nurse Practitioner reports to the Ear Falls Community Health Centre/Ear Falls Family Health Team Executive Director for day-to-day operations. Professional guidance and support will be provided by the physician.

**MAIN RESPONSIBILITIES:**

**PROVISIONS OF PRIMARY CARE**

* Provides primary care within the scope of practice of Nurse Practitioner as outlined in the College of Nurses of Ontario’s – Standards of Practice for Registered Nurses in the Extended Class. The provision of primary care includes: assessments, diagnosis, counselling, screening, referral, education, treatment and follow-up.
* Provides care to individuals of all ages and their families, placing an emphasis on health promotion and risk reduction.
* Collaborates effectively with physicians to facilitate appropriate provision of primary care outside of scope of practice.
* Supports clients and families to take increased responsibility for their health by involving them in risk factor and health problem identification, goal setting and the choice of interventions for disease treatment, prevention and health promotion.
* Determines the need for, orders and interprets screening and diagnostic laboratory tests, chest and limb x-rays and diagnostic ultrasounds.
* Maintains complete, accurate and timely records of client visits, which will facilitate the appropriate provision of care by other health professionals.
* Refers clients appropriately to comprehensive health programs of the Ear Falls Community Health Centre/Ear Falls Family Health Team as well as other Community Partners.

**COMMUNITY RELATIONSHIPS**

* Monitors demographic and health trends within our community and develop plans to address community health needs.
* Partners and link with community organizations and groups to enhance access to primary care for clients.
* Possesses knowledge of special health needs, risk factors and barriers to health of population groups in our region.
* Possesses knowledge of health and social services available to clients of the Family Health Team either within the Family Health Team or through other services/agencies within and outside our region.
* Synthesizes information from individual clients to identify broader implications for health within the family and the community.
* Develops, implements and maintains an effective communication and public relations strategy to provide information and promote services and the positive value of the Ear Falls Community Health Centre/Ear Falls Family Health Team.

**PROGRAMS AND SERVICES DEVELOPMENT**

* Participates in planning, implementation, and evaluation of community health programming for target populations.
* Implements strategies in partnership to promote health and prevent disease with individuals, families and groups.
* Participates in research activities aimed at innovative approaches to care, database development and practice-based initiatives.
* Assist with statistical reports for the Ear Falls Community Health Centre/Ear Falls Family Health Team and the Ministry of Health and Long-Term Care.

**TEAM DEVELOPMENT**

* Works effectively within an interdisciplinary team, in varied practice settings, to improve access to primary care for the residents of the community of Ear Falls. The “client” may be an individual, a family, a target group or a community.
* Promotes awareness of the Family Health Team’s services and programs.
* Actively participates in staff, team and committee meetings as appropriate.
* Provides consultation as requested to community groups, partners and team members.
* Participates in the development, planning and evaluation of treatment, education, counselling and health promotion activities of the Family Health Team.

**PROFESSIONAL DEVELOPMENT**

* Maintains and develops professional competence through ongoing professional development.
* Stays current and aware of opportunities to implement new, evidence-based methods of client assessment and treatment.
* Participates in self-directed learning to ensure that practice remains relevant by attending professional conferences, e-learning and journal reviews.
* Participates on interdisciplinary committees to promote professional/interpersonal development.

**OPERATIONAL EXCELLENCE**

* Demonstrates a sound sense of priorities, and manages time appropriately to achieve the best outcomes and be flexible in a very active work environment.
* Demonstrates a sound knowledge of the policies, legislation and practices that govern the operation of the Ear Falls Community Health Centre/Ear Falls Family Health Team.
* Communicates effectively with health care team members to create a cohesive team and seamless services to the community.
* Communicates effectively with all clients, families, peers, other health care professionals and community partners.
* Participates in interdisciplinary meetings as required.

**ETHICS**

* Demonstrates honesty, integrity, accountability and appropriate transparency in all situations.
* Is thorough and diligent in pursuing and selecting partners (both internal and external) that reflect the values of the Ear Falls Community Health Centre/Ear Falls Family Health Team.
* Conducts oneself in a manner that upholds the values and reputation of the Ear Falls Community Health Centre/Ear Falls Family Health Team.
* Demonstrates sensitivity to diversity in the workplace; values and embraces all backgrounds.

**RELATIONSHIP SKILLS**

* Actively networks to develop and maintain relationships and partnerships that support and advance the work of the Ear Falls Community Health Centre/Ear Falls Family Health Team.
* Researches, and strives to understand the unique needs and interests of community partners (e.g., physicians), to create mutually beneficial partnerships; is able to find the common ground on which to build win-win outcomes.
* Demonstrates political acuity and sensitivity in communication and negotiation; is able to alter style to fit and resonate with different audiences (e.g., Board, employees, and physicians).
* Builds trust and goodwill by generously sharing information, the Ear Falls Community Health Centre/Ear Falls Family Health Team’s resources, and advice among community partners.

**EDUCATION, EXPERIENCE AND SKILLS**

* Baccalaureate or Masters in Nursing
* Successful completion post-graduate Primary Care Nurse Practitioner program.
* Current extended class registration with the College of Nurses of Ontario
* Current membership with RNAO, including professional liability insurance program
* Basic CPR certification
* Demonstrate experience in Community and/or Primary Care Setting.

Knowledge and understanding of:

* Canadian and Ontario Health Care System.
* The role of the Nurse Practitioner within an interdisciplinary team, how to optimize collaborative relationships.
* Knowledge and proficiency in current, evidence-based methods and practices of primary care, with an emphasis on health promotion and risk reduction.
* Superior leadership, organization, research, evaluation, time management, communication and interpersonal skills.

**JOB REQUIREMENTS**

* Must be able to travel and hold a valid driver’s license.
* Must be able to work outside regular business hours.
* Must be able to adhere to all Ear Falls Community Health Centre/Ear Falls Family Health Team policies and procedures.