
Position Summary

Position Title: Nurse Practitioner

Reports to: Program Director

NOC Code: 3152

Revision Date: April 2011

Summary:

The Nurse Practitioner provides primary health care services in accordance with the Standards of Practice for Registered Nurses in the Expanded Class and the Expanded Services for Patients Act, and other clinical activities as set forth by the College of Nurses of Ontario. The position has a strong emphasis on health promotion, disease prevention, and community capacity building and works within a harm reduction framework. These duties are accomplished as part of a multidisciplinary team of professionals whose objectives are to provide primary health care and follow-up for clients.

Key Objectives:

1. Provide primary health care services within the community health centre, in community locations, satellite offices, home and hospital, and within the scope of the RN-EC professional standards including: assessment, treatment, diagnosis, interpretation of test results, promotion of health education and counselling, history taking, screening, referral and follow up. This includes consultation with medical staff and other health care providers when the client's condition requires care beyond the scope of practice (RN-EC).
2. Act as part of an interdisciplinary team which assists with the development, analysis and implementation of policies and procedures to improve the delivery of primary health care services.

3. Ensure appropriate, comprehensive treatment is provided, maintain complete and accurate charts and medical records, and participate in chart reviews and case conferences.
4. Supervise student nurses by providing competent leadership, orientation, developing and scheduling of training/learning plans including shared client contact.
5. Complete intake and coordinate comprehensive treatment plans.
6. Oversee activities required to ensure the clinic is fully equipped, adequately supplied and meets infection control standards and that controlled substances are monitored and accounted for.
7. Provide input for development of strategic plans and attend and participate in staff meetings and special projects as assigned.
8. Conduct presentations, facilitate workshops and group meetings, and participate in program planning and community initiatives.
9. Participate in, and share responsibility for, the on-call coverage offered by Quest CHC.
10. Participate in, and comply with, all health and safety processes and initiatives to ensure the organization remains a safe workplace.
11. Promote the mission, vision, values and philosophy of care developed by Quest CHC.
12. Develop and maintain strong ties to other professionals and community members.
13. Work within the full scope of practice. Meet organizational quality and quantity of work standards. Comply with applicable medical directives, policies, regulations and legislation identifying any areas of non compliance.
14. Maintain and develop professional competence through training or appropriate continuing education.

Qualifications:

Education

- Possession of a master's degree in nursing, or a combination of education and experience as sanctioned by the College of Nurses of Ontario is required.
- Current and valid registration in the Extended Class with the College of Nurses of Ontario and current registration in good standing with the College of Nurses of Ontario as a Registered Nurse RN.

Experience

- 3 to 5 years experience in a community setting or combined community, hospital and or public health environment.
- Experience in program development, implementation, monitoring and evaluation.

Skills and Abilities

- Awareness of, and sensitivity to, the health issues of the community.
- Ability to provide compassionate, respectful, non-judgmental and culturally competent care to the disenfranchised and primary populations.
- Ability to communicate effectively in English, both in writing and orally. Proficiency in other languages is an asset.
- Ability to function independently in potentially difficult situations and the ability to decide which presenting conditions are a priority.
- Ability to deal with disruptive behaviour and manage crises.
- Ability to plan and organize assigned duties.
- Ability to establish positive working relationships with a multi-disciplinary team, clients and service providers.
- Ability to problem-solve and apply sound judgment.
- Proficiency in the use of computer software/electronic medical records such as Purkinje.

Conditions of Employment

- Valid Ontario Driver's License, access to a reliable vehicle and a Police Reference Check are required.
- Current certification or willingness to become certified in Non-Violent Crisis Intervention (NVCI).
- Maintain confidentiality in compliance with the Personal Health Information Protection Act (PHIPA), Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection and Electronic Documents Act (PIPEDA).

Working Conditions

The duties of this position are performed both inside and outside the health care centre including satellite and points of service. Work settings include community locations such as hospitals, homes, shelters and drop in centres where the potential for dangerous situations to occur is higher than in an office setting.

The candidate must be able to work varying work schedules, and in multiple work locations.

Employee Signature: _____	Date: _____
Supervisor Signature: _____	Date: _____