



Position Summary

Position Title: Nurse Practitioner, Full-Time

Reports to: Program Manager

NOC Code: 3152

Revision Date: March 15, 2023

Summary:

The Nurse Practitioner is responsible for leading the provision of person-centered care as part of the interdisciplinary Primary Health care team for Quest's Seasonal Agricultural Workers Health Program (SWAHP) as well as at points of service.

Nurse Practitioner is responsible for the provision of 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 objective is 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, points of service, satellite offices, home and farms, and within the full 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 a member of an interdisciplinary team assisting 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. Providing oversight and ensuring compliance with Infection control standards.
5. Provide clients with education related to health practices, illness prevention and navigation of the health care system to access health services.
6. Supervise learners and volunteers on the team by providing competent leadership and orientation. Develop and schedule training and learning plans including shared client contact.
7. Coordinate workflow of medical services and provide functional guidance to the team, integrating best practices and evidence into clinical practice.
8. Complete intake and coordinate comprehensive treatment plans.
9. Coordinate the clinic and supplies, ensuring program is fully equipped, adequately supplied, meets infection control standards and that controlled substances are monitored and accounted for. Monitor and order medications, medical equipment and supplies, and equipment management systems.
10. Support the development and maintenance forms/documents management and distribution systems to ensure the SAWHP team are aware of and oriented to new information, assessments, equipment and procedures.
11. Build partnerships with community and external stakeholders to support health care and health and safety needs of seasonal workers.
12. Co-ordinate ongoing assessment of and responses to community needs, includes identifying opportunities and resources to support the program and Community.
13. Maintain and update medical directives, protocols and procedures in collaboration with the Physicians and Program Director.
14. Provide input for development of strategic plans. Attend and participate in staff meetings and special projects as assigned.
15. Conduct presentations, facilitate workshops, group meetings, and participate in program planning and community initiatives.
16. Participate in, and share responsibility for, the on-call coverage offered by Quest CHC.
17. Participate in, and comply with, all health and safety processes and initiatives to ensure the organization remains a safe workplace.
18. Promote the mission, vision, values and philosophy of care developed by Quest CHC.

19. Develop and maintain strong ties to other professionals and community members.
20. Meet organizational quality and quantity of work standards. Comply with applicable medical directives, policies, regulations and legislation identifying any areas of noncompliance.
21. 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.
- Completed approved controlled substances education.

Experience

- Preferred 3 to 5 years recent experience in a community setting or combined community, hospital and or public health environment.
- Experience in program development, implementation, monitoring and evaluation is preferred.
- Current certification or willingness to become certified in Non-Violent Crisis Intervention (NVCi).
- Experience in working with hazardous chemicals and materials and associated preventive measures outline/required by product Safety Data Sheets and WHMIS

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. Fluency in Spanish is an asset.
- Ability to function independently in potentially difficult situations and the ability to decide which presenting conditions are a priority.
- Understanding and knowledge in trauma informed care.
- 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.
- Fluency in Spanish is an asset.

Conditions of Employment

- Registered in good standing with the College of Nurses of Ontario as a primary Health Care Nurse Practitioner.
- 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).

Physical Demands

The position requires fine motor movements and gripping, handling and/or lifting 10-20 pounds. It also requires sufficient mobility to allow sitting, standing and twisting to reach patients and equipment. The position also requires far and near vision, depth, spatial and form perception, feeling, reading, writing.

Speech and listening are critical aspects of the role to effectively communicate with clients for education, instructions and general rapport to relieve anxiety.

Working Conditions

The duties of this position are performed both inside and outside the health care centre including satellite points of service, predominately mobile clinics in farms and requires use of Quest CHC vehicles. Work settings include community locations such as, homes, farms where the potential for dangerous situations to occur is higher than in an office setting.

The Outreach NP must be able to drive the mobile clinic, work varying work schedules, and in multiple work locations.

The above description reflects the general details considered necessary to describe the principal functions and duties as required for the job and shall not be construed as a detailed description or task list of all the work requirements that may be inherent in the job.

Employee Signature: _____ **Date:** _____

Supervisor Signature: _____ **Date:** _____