

The **North Simcoe Family Health Team (Midland, ON)** is currently seeking a candidate for the following position;

Nurse Practitioner
Full Time, Permanent
Salary: \$103,822 - \$121,750
Benefits: HOOPP and Health & Dental

The North Simcoe Family Health Team (NSFHT) provides education, supportive and clinical services to patients of all ages in a primary care setting. This position will provide clinical assessments, therapeutic support, individual/family/group counseling, health teaching, physician support, referral, and advocacy. System navigation, knowledge of community resources and working within a diverse population is required. The NSFHT strives to promote healthy living and prevention strategies by enhancing self-management and well-being practices. The NSFHT offers a dynamic and supportive working environment and is currently seeking a full time Nurse Practitioner to provide services to our patients.

Requirements:

- Current registration with the College of Nurses of Ontario (CNO)
- Completion of a recognized Primary Care Nurse Practitioner program: NP-PHC
- Minimum of 3-5 years NP experience, in a primary care setting preferred
- Clinical experience in care of seniors (preferred)
- Masters Degree in Nursing, considered an asset
- Member of RNAO and NPAO, considered an asset
- Legally entitled to work in Canada

Skills/Abilities:

- Collaborate with a multidisciplinary team including family physician specialists, and community care programs to address the acute care needs of community patients and assist in the management of stable chronic care illnesses (i.e. diabetes, hypertension, dyslipidemia, asthma, COPD)
- Provide comprehensive assessments and proposed interventions for the diagnosed condition (medical and/or psychiatric) and development of care plans, in collaboration with the interdisciplinary team, for seniors referred to the program.
- Consult, as appropriate, and coordinate the development of a patient care plan for assessment, evaluation, and implementation as the patient presentation requires.
- Strong organization, research, evaluation, time management and interpersonal skills.
- Demonstrate an ability for problem solving, decision making and effective communication skills.
- Experience in the use of and electronic medical record (Accuro preferred) and Microsoft Office.

Qualified applicants should email a cover letter and resume to:
Tammy Johnston, Executive Assistant at tjohnston@nsfht.ca
No later than **Friday July 30th, by 4:00pm**

COVID-19 considerations:

All staff are required to following public health prevention infection and control guidelines, PPE provided. Staff work from home and in office pending COVID restrictions and organizational needs.

NSFHT recognizes that everyone is a unique and valued member of the community and will therefore be treated with fairness and openness. The NSFHT welcomes and encourages applications from all qualified applicants, including those living with a disability. Accommodations are available upon request for candidates taking part in all aspects of the selection process.



Job Description

Nurse Practitioner (Extended Class)

The Nurse Practitioner provides primary care services to patients, their families and the community with a strong emphasis on disease prevention, health promotion, patient education and community development. The RN (NP-EC) is responsible for the planning, coordination and delivery of services to patients of the North Simcoe Family Health Team. Working in collaboration with an interdisciplinary team, the Nurse Practitioner will share expertise and knowledge of disease prevention and healthy living with patients and their families, as well as other health care professionals.

Accountability:

1. The RN(EC) is to practice within the scope and according to the standards of practice as outlined in the following documents:
 - College of Nurses of Ontario's "Practice Standards" (www.cno.org)
 - Nursing Act (1991) and
 - Regulated Health Professions Act (1991)
2. As a Primary Care Provider, the NP maintains confidentiality and act in an ethical and professional manner, in accordance with the professional code of ethics and in accordance with the policies of the NSFHT.

Roles and Responsibilities:

Assessment

- Working within the scope of practice of the RN(EC), performs a comprehensive health or symptom directed assessment and synthesizes data from multiple sources to make a diagnosis when required or treatment plan
- Spends time with the patient to determine the presence of existing and potential health problems, with a focus on related lifestyle, psychological, sociocultural, and environmental risk factors which may influence the patient's health status. The assessment may include direct referral to or consultation with: social workers, dietitians, home care providers, family physicians, specialists, alternate allied health providers, or specified programs services/agencies
- In accordance with the philosophy of primary health care, encourages patients and families to take responsibility for their own health by involving them in risk factor and health problem identification, goal setting, and prevention/treatment choices Works collaboratively and in consultation with the NSFHT physicians and specialists as defined in the RN(EC) scope of practice "Expectation for consultation with physicians"
- Works within medical directives as established and approved by the NSFHT
- Uses case management and a care path model for chronic illness management in the continuum of care

- Orders appropriate investigations and interprets the results of screening and diagnostic laboratory tests, within the scope of practice
- Determines the need for and orders and interprets reports of diagnostic imaging within the scope of RN(EC) practice
- Keeps complete, accurate, legible and timely records of patient's visits, which will provide information to assist other practitioners in continuing the patient's care
- Assess patients in various programs and clinics such as primary care clinics, walk in clinic etc.

Treatment/Management/Planning

- Provides advanced nursing care and treatment including pharmacological & complementary therapies and/or counseling interventions for health problem
- Monitors the ongoing therapy of patients with chronic stable illness by providing effective pharmacological, complementary, or counseling interventions
- Prescribes drugs included in the Schedules of the Regulations to treat diseases or disorders within the RN(EC) scope of practice
- Collaboration with physicians, independently and with other allied health professionals, to develop and discuss appropriate individualized care plans with the patient/family caregiver based on best practices
- Documents using patient health records & referring and arranging follow-up as necessary
- Implements strategies to promote health and prevent disease with individuals, families and groups
- Targets strategies to foster independent and healthy lifestyles with the chronically ill medical population
- Synthesizes information from individual patients to identify broader implications within the family
- Assesses and manages the care of families, in collaboration with team members
- Synthesizes information from individual patients to identify broader implications for health within the community
- Uses community assessment data to identify community needs and resources and develops, implements and evaluates appropriate programming

Education/Advisory

- Help patients to identify and use health resources
- Involve patients in decisions about their own health
- Encourage patients to take action for their own health
- Initiate health education and other activities that assist, promote and support patients as they strive to achieve the highest level of health
- Develop learning resources for patients
- Develop and deliver health education program for patients and communities
- Implements strategies to promote health and prevent disease for both primary and secondary prevention

Referrals/Collaboration

- Collaborate with other health care providers
- Coordinate patient care

- Refer to external and internal specialists

Reporting:

- Works in collaboration with management and the Quality Improvement Decision Support Specialist (QIDSS) on reporting requirements

Organizational Role

- Maintains current knowledge of policy manuals, reading minutes of meetings and keeping up to date with organizational happenings
- Contribute to the efficient functioning of the organization and the attainment of goals
- Base practice on sound research and evidence
- Arrange priorities as necessary to perform tasks with a scheduled day
- Awareness of established work and administrative procedures
- Will focus on acute and episodic care as well as collaborative care across the life span
- Provides primary care and same day care to patients
- Ensures adherence to the freedom of information and protection of privacy
- Exercises reasonable care with caution in protecting confidential and sensitive information related to patients and personnel
- Communicates effectively with health care team members to create a cohesive team and seamless services to the community
- Communicates effectively with all patients, families, peers, other health care professionals and community partners
- Models the values and philosophy of the FHT
- Maintains confidentiality of team, personnel and patient information
- Facilitates appropriate in-house and external education sessions
- Assists with planning and attends special events
- Performs other associated duties as required

Team Development

- Participates in the development planning and evaluation of treatment education, counseling and health promotion activities of the North Simcoe Family Health Team
- Promotes awareness of North Simcoe Family Health Team services and programs
- Actively participates in staff, team and committee meetings as appropriate
- Provides leadership and mentorship to Nurse Practitioners, Registered Nurses & students that enter North Simcoe Family Health Team on a placement
- Participates in the education of other health professional students
- Uses community assessment data to identify community needs and resources and develops, implements and evaluates appropriate programming

Professional Development

- Maintains and develops professional competence through ongoing professional development
- Fully participates in the Quality Assurance Program of the College of Nurses of Ontario

- Stays current and aware of opportunities to implement new, evidenced-based methods of patient assessment, treatment and programming
- 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
- Participates in clinical projects/studies as required

Education/Experience

- Council of Ontario University Program in Nursing Primary Health Care Nurse Practitioner Program Certificate (or recognized equivalent)
- Baccalaureate of Science in Nursing required, Master of Science in Nursing preferred
- Current registration with the College of Nurses of Ontario as an RN(EC) required
- Current Membership with RNAO and evidence of liability insurance
- Current Ontario Driver's License (preferred)
- Demonstrated experience in Community and/or Primary Care Setting

Skills/Abilities

- Knowledge and proficiency in current, evidenced-based methods and practices of primary care delivery, with an emphasis on health promotion and risk reduction
- Superior leadership, organization, research, evaluation, time management, communication and interpersonal skills
- Proficiency in the use of the computer hardware and software, particularly in Microsoft Word, Excel, Outlook and Electronic Medical Record (EMR)
- Desire and ability to update knowledge and skills through various means including technology-based opportunities, courses, workshops and conferences
- Multi-tasking skills related to the delivery of efficient primary care including the ability to share information and teach while treating a patient
- Excellent verbal and written communication skills
- Exhibit an ability to be open and non-judgmental
- Knowledge of the goals and structure of the organization, the policies and procedures and the programs.