

Job Title: Nurse Practitioner	Department: Nursing	Reports to: Administrator	Approved: Sept 00 Revised: Aug 20
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POSITION SUMMARY:

Reporting to the Administrator (or delegate), the Nurse Practitioner (NP) is responsible, accountable and has the authority to independently perform additional controlled acts as outlined in the College of Nurses of Ontario Practice Standards for Nurse Practitioners. The NP works to his/her full legislated scope of practice while participating within the interdisciplinary team in the development, implementation and evaluation of the resident's plan of care. The incumbent may have opportunities on behalf of the Home to participate in the development and implementation of integrated models of geriatric care in collaboration with community partners. This position works in accordance with all policies and procedures of the Home. While performing any and all duties of the position the employee will work in a safe and healthy manner and will follow the regulations outlined in the Occupational Health and Safety Act as outlined in the organization Health & Safety Policy, Infection Control and safe work procedures.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Bachelor in Nursing
- Hold a Nurse Practitioner-Primary Health Care specialty certificate (NP-PHC)
- Current registration as a Nurse Practitioner with the College of Nurses of Ontario
- Post graduate education/experience in gerontology is an asset

POSITION RESPONSIBILITIES:

Participates in the provision of resident focused care in a home-like environment, respecting the individuality and dignity of each resident/family and co-worker by supporting the on-going operation of services through completion of the following duties:

PRIMARY ROLES:

AS A PRACTITIONER:

- Provides direct comprehensive care to the residents with specialized and complex needs based on his/her enhanced clinical knowledge and skills.
- Practices interdependently in collaboration with the interdisciplinary team.
- Conducts in-depth comprehensive assessments integrating a wide range of complex information including; resident perspectives, staff perspectives, nursing and allied health theory and research.
- Completes holistic health histories, mental status and physical examinations.
- Diagnosis some acute health conditions and may facilitate a diagnosis of chronic health conditions, collaborating with the physician as necessary.
- Takes a leadership role in developing integrated strategies for illness prevention, health promotion, health maintenance, rehabilitation and restorative care.

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- Initiates and manages the care of clients with diseases or disorders within the NP scope of practice and/or monitors the ongoing therapy of clients with chronic stable illness by providing effective pharmacological, complimentary, and/or counseling interventions.
- Prescribes pharmacological agents and therapeutic measures and independently performs additional controlled acts as outlined in the College of Nurses Standards of Practice for NPs. Participates in the development and evaluation of policies, protocols and procedures to improve resident care/or promote cooperative and efficient staff functioning.
- Determines the need for and orders and interprets reports of chest and limb x-rays and diagnostic ultrasounds.
- Keeps complete, accurate, legible and timely records of client visits.
- Attends care conferences as required.

SECONDARY ROLES:

AS A CONSULTANT:

- Provides nursing consultation to residents and their families, health professionals, administration and groups or organizations.
- Provides nursing consultation, and is involved in community planning and development.
- Assists, collaborates with, guides and supports staff with challenging clinical situations.

AS AN EDUCATOR:

- Participates in the teaching-learning process guided by relevant adult learning principles.
- Provides ongoing information to resident and family, fostering involvement, choice and autonomy.
- Participates in the identification, analysis and interpretation of trends in resident care outcomes and professional nursing practice issues in order to determine priorities for educational programming.
- Contributes to the planning, initiating, implementing and evaluation of educational programs and learning resources for residents, family, staff and community.
- Promotes best practice by importing knowledge and expertise to advance the skill level of Registered Staff.

AS A LEADER:

- Contributes to the mission, philosophy, values, standards, goals and objectives of the Home and nursing.
- Promotes the advancement of nursing and primary health care by acting as an innovator, advocate, change agent and role model.
- Works with senior administration to develop and implement an integrated model of geriatric care in collaboration with community partners.

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AS AN ADVOCATE:

- The Nurse Practitioner shall prescribe influenza antiviral medication for any or all employees of the John Noble Home in the event of an influenza outbreak where employees are scheduled to work and have not obtained the above prescription from another practitioner.
- In order to obtain a prescription, the employee will meet with the Nurse Practitioner to establish a professional relationship and sign applicable documents and waivers. The assessment and documentation for staff will be completed in collaboration with the Pharmacist for the John Noble Home and the prescription will be provided if it is safe to do so.
- Provides medical directive to give influenza vaccine to all residents and staff.

ACCOUNTABILITY:

The Nurse Practitioner is accountable:

- As a primary care provider to the residents by maintaining confidentiality and acting in an ethical and professional manner, in accordance with the professional code of ethics and in accordance with the policies of the Home. The Nurse Practitioner assumes sole accountability for the nursing care she/he provides.
- As a member of the primary care team to obtain appropriate physician consultation according to the expectations for consultation with physicians outlined in the College of Nurses Practice Standards for Nurse Practitioners. Regular communication with the Director of Care.
- As a Nurse Practitioner:
 - a) To maintain clinical competence through continuing education;
 - b) To stay current on legislative changes that affect her/his practice.
 - c) Attendance at HPAC, morning huddles, infection control, and other meetings as required.

LANGUAGE SKILLS:

- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations.
- Ability to write reports, business correspondence, and procedure manuals.
- Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS:

- Ability to work with mathematical concepts such as probability and statistical inference, and fundamental of plan and solid geometry and trigonometry.
- Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

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REASONING ABILITY:

- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to walk; use hands to finger, handle or feel. The employee is occasionally required to stand, walk, and reach with hands and arms. The employee must occasionally lift and/or move up to 10 pounds.

Specific vision abilities required by this job include close vision, distance vision, and ability to adjust focus.

HEALTH & SAFETY RESPONSIBILITIES:

The John Noble Home is committed to achieving and maintaining a safe and healthy workplace for all its employees. The Home is committed to the principles of the Occupational Health and Safety Act and encourages a positive safety culture for all employees. Workers will receive adequate training in their specific work tasks to protect their health and safety.

Workers have a general duty to take responsibility for personal health and safety, which means they should not behave or operate equipment in a way that would endanger themselves or others. Section 28 of OSHA lists additional specific duties:

- Work in compliance with the Act and regulations according to the following
- Use any equipment, protective devices or clothing required by the employer;
- Tell the employer or supervisor about any known missing or defective equipment or protective device that may be dangerous;
- Report any known workplace hazard or violation of the Act to the employer or supervisor.
- Do not remove or make ineffective any protective device required by the employer or by the regulations.
- An employee has the right to refuse work that they believe is dangerous to either their own health and safety or that of another worker.
- Responsible to clean and check that equipment is in good working order.
- Aware of the chemicals you are using and how to use them safely. Check that spray bottles are labeled and know where to find the MSDS on the chemicals you are using.
- Know where the eye wash stations are located.



JOB DESCRIPTION

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- Report any incidents or accidents immediately to your Supervisor
- Store all equipment and materials in a safe place. All chemicals must be kept in a locked area.
- When equipment or materials are broken, report to Maintenance through a work order and if you feel it is a hazard, remove from use or tag out.

SIGNATURES:

(Employee Name – Please Print)

Employee's Signature

Date:

Supervisor's Signature

Date: