



CAREER OPPORTUNITY

Position:	Full Time Nurse Practitioner #40-2022
Department:	Nursing
Commencing:	ASAP
Salary:	\$58.11/hour or \$113,314.50/year (based on Full-Time 37.5-hour work week)
Deadline:	Open until suitable applicant found
Job Description:	Enclosed

Riverside Healthcare Facilities Inc. invites applications from all qualified applicants.

Please apply in writing, using the "Application Form" to: Human Resources

For more information, please contact Human Resources at: human.resources@rhcf.on.ca

	JOB DESCRIPTION
POSITION (Title):	Full Time Nurse Practitioner
DEPARTMENT/SERVICE AREA:	Nursing
SITE:	RCLTC
REPORTS TO (Title):	Stacy LaBelle

The Nursing department has an opening for a Full-Time Nurse Practitioner. The successful candidate must be able to meet the normal requirements of the job and possess the following qualifications:

- Current registration with the College of Nurses of Ontario as a Registered Nurse in the Extended Class (Primary Health Care or Adult) and entitled to practice (required);
- Post -graduate education and experience in gerontology (recommended);
- Specialty certification in gerontological nursing (recommended);
- Post -graduate certificate and experience in palliative care (recommended);
- Maintains confidentiality and acts in an ethical manner, consistent with professional expectations, the written agreement between the NP and the LTCH, and the LTCH's policies and code of conduct;
- Is a member of the primary care team and seeks appropriate consultation as required;
- Engages in ongoing professional development, maintains clinical competence and currency with legislation affecting her/his practice;
- Develops in-depth expertise in care of older persons;
- Develops in-depth expertise in leadership;
- Holds professional liability protection;
- Maintains CPR certification designed for health-care professionals and standard first-aid;
- Demonstrated strong written and verbal communication skills;
- Demonstrated strong interpersonal skill with the ability to function effectively independently, within a team, with front line personnel , and management;
- Demonstrated ability to function effectively in a fast paced healthcare environment with excellent organizational and time management skills with the ability to multitask and prioritize workload;
- Dependable with a verifiable acceptable attendance record;
- Proven ability to perform the essential duties of the position on a regular basis.

RESPONSIBILITIES:

- The Attending Nurse Practitioner (Attending NP) reports directly to the Director of Nursing or Administrator and is also accountable to the Medical Director for meeting the long-term care home's (LTCH) policies, procedures, and protocols for medical services. The Attending NP is a primary care provider to residents and works within her/his legislative scope of practice as described and outlined by the College of Nurses of Ontario. The Attending NP collaborates with the resident and family/care giver, and the health care team in the development, implementation and evaluation of the residents plan of care; provides leadership and mentorship to LTCH staff that enhances their knowledge, assessment skills, and ability to care for residents in place; and leads and collaborates in research, education, and evidence-based practice initiatives to optimize the resident, LTCH and health system outcomes.

SPECIFIC DUTIES:

70% of Attending NP time must be while engaged in Direct Care to Residents, as part of this the Attending NP:

1. Provides comprehensive primary care to residents as part of the interdisciplinary health care team
2. Performs a person-centered health assessment of residents on admission, annually and as needed (including quarterly medication reviews).
3. Conducts person-centered comprehensive health histories.
4. Collaborates with the resident to develop a person-centered plan of care.
5. Engages with the resident in regular dialogue about their care plan.
6. Utilizes communication and counselling skills:
 - a. Engages residents in dialogue to determine what is important to them for health and quality of life.
 - b. Provides person-focused health education.
7. Participates in regular care conferences.
8. Manages the care of residents by providing pharmacological, complementary and/or counselling interventions, and performs procedures within the NP scope of practice.
9. Orders and/or performs appropriate screening and diagnostic investigations, interpreting results and assuming responsibility for follow-up.
10. Diagnoses acute and chronic health conditions.
11. Provides outreach and transitional services to LTCH residents who return to the community.
12. Liaises with discharge planning services for hospitalized residents to ensure a smooth transition back to the LTCH.
13. Participates in providing after hours and on- call coverage in accordance with the on-call policy of the LTCH.
14. Increases continuity of care through collaboration, consultation and referral as appropriate:
 - a. Collaborates and consults with physicians, director of nursing and personal care, nursing staff, interdisciplinary team members and external resources regarding resident plan of care.
 - b. Assists, supports, guides and provides consultation to director of nursing and personal care, nursing staff and interdisciplinary team members regarding challenging clinical situations.
 - c. Makes referrals to specialized consultants, services and other health providers.
 - d. Accepts referrals from interdisciplinary team members.
15. Advocates for and provides palliative and end-of-life care.
16. Documents clinical data, assessment findings, diagnoses, plans of care, therapeutic interventions, resident responses and clinical rationale in a timely and accurate manner.

30% of Attending NP time must be while engaged in Research, Education, and Leadership, as part of this the Attending NP:

1. Participates in creating an organizational environment that supports the safety quality of resident care and life, collaborative practice, and professional growth.
2. Participates in internal (e.g. Professional Advisory Committees, Quality Committee) and external committees.
3. Identifies, develops and implements practice innovations, in collaboration with the LTCH's senior leadership team.
4. Provides leadership and involves the interdisciplinary team in quality improvement initiatives.
5. Provides leadership in developing and implementing strategies to optimize the integration of illness and injury prevention, health promotion, health maintenance, rehabilitation and restorative care activities.
6. Participates with the senior leadership team in program planning to meet the needs of short and long-term residents and of residents of varying age groups.
7. Teaching and coaching:
 - a. Provides formal and informal teaching and coaching in the management of clinical care to interdisciplinary team members, serving as resource person, educator and role model and contributes to the performance appraisals of registered nursing staff.
 - b. Participates in identifying, analyzing and interpreting trends in resident care outcomes and professional nursing practice issues to determine priorities for educational programming.
 - c. Contributes to planning, implementing and evaluating learning resources and health education programs for residents, families and substitute decision makers.
 - d. Promotes knowledge development of clinical staff by integrating best practices in resident care.
8. Research:
 - a. Engages in evidence-informed practice by critically appraising and applying relevant research, and theory in providing health-care services.
 - b. Identifies and implements research-based innovations for improving resident care.
 - c. Collaborates with members of the interdisciplinary team and/or community to identify research opportunities and to conduct and/or support research.

Acts as a change agent through knowledge translation and dissemination of new knowledge that may include formal presentations, publication, informal discussions, the development of best practices, policies and procedures.

Carries out work assignments safely and is knowledgeable of and in compliance with relevant regulations, policies and procedures (ie. Occupational Health and Safety Act).

Performs other such duties or responsibilities that may be delegated by the Administrator and/or the Director of Resident Care

RESPONSIBLE TO:

Administrator, Rainycrest Long Term Care

- Salary as per Union Schedule