



POSITION DESCRIPTION

POSITION TITLE: Nurse Practitioner **DEPARTMENT:** Community & Continuing Care

CLASSIFICATION: Nurse Practitioner **APPROVED BY:** Regional Lead – Community & Continuing Care

UNION: Manitoba Nurses Union (MNU) **DATE APPROVED:** November 23, 2022

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Director, Manager, Lead, and/or designate and Fee for Service Clinic partners in Interprofessional Team Demonstration Initiative (ITDI)/My Health Team positions in a matrix reporting structure.

POSITIONS SUPERVISED: None

POSITION PURPOSE

As part of the multi-disciplinary team, the Nurse Practitioner (NP) applies advanced nursing and medical theory to the provision of clinical care, autonomously ordering and interpreting diagnostic tests, prescribing pharmacologic agenda and performing minor invasive procedures. Applies current/relevant nursing and medical theory, which allows for contribution to knowledge, development and involvement in advancing the nursing profession. Incorporates medical and advanced nursing knowledge, and integrates this knowledge, along with experience into clinical practice. Demonstrates competence to practice autonomously in the implementation of strategies to promote health and prevent illness, is proficient in planning, implementing and evaluating complex care, and demonstrates competence to teach others. Supports problem solving among staff or between staff and patients/residents/clients and with physicians and multi-disciplinary team. Applies skills in consultation, collaboration and systems management in providing effective care.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud and partnering Fee for Service Clinics.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

Direct Comprehensive Care

- Performs advanced comprehensive and focused health assessments. Synthesizes health assessment information and uses critical thinking and decision making to identify health concerns and risks, normal and abnormal states of health and formulate differential diagnoses.
- Orders appropriate screening and diagnostic investigations and interprets reports of these investigations based on sound clinical reasoning, scientific evidence and critical thinking.
- Communicates with patients/residents/clients about health findings and discusses outcomes and prognoses.
- Collaborates with patients/residents/clients and, where applicable their families and other members of the health care team to share decision making and set priorities for the management of diseases, disorders or conditions.
- Determines and prescribes treatments based on theory and evidence-based practice for the specific client population and assists patients/residents/clients to incorporate treatment plan into their daily lives.
- Continually monitors, with patient/resident/client, the response to the chosen plan of treatment, and makes adjustments as indicated.
- Uses sound clinical reasoning skills and established outcome criteria to evaluate initial and ongoing outcomes of the plan of care, including consultation/referral, and revises plan of care based on findings of evaluation.
- Documents clinical care in a timely, accurate and relevant manner.
- Assesses, diagnoses, manages and evaluates health/illness concerns of the patients/residents/clients within the context of the patient/resident/client's experience and determinants of health. Applies accepted theories of family dynamics, interactions and role expectations while managing the care of individuals and families.
- Applies principles of pharmacology in selecting and prescribing drugs for as part of a treatment plan. Monitors and discusses with the patient/resident/client their response and adheres to drug therapy and makes changes necessary to achieve the desired effect.
- Uses health teaching principles when prescribing, educating and supporting patients/residents/clients in recommended drug use.
- Carries out advanced therapeutic interventions, such as minor surgical and invasive procedures, essential for clinical management.
- Coordinates and facilitates care by liaising with other health care providers, agencies and community resources.
- Provides counseling and education to patients/residents/clients and their families.
- Recognizes the ethical issues inherent in the delivery of health care and facilitates client decision making about their health.
- Acts as a clinical expert/resource to establish, maintain and improve patient/resident/client care delivery.
- Demonstrates expert skills in the formal and informal consultation with nursing and all disciplines.
- Provides specialized knowledge regarding patient/resident/client/family problems and practice issues through consultation with physicians, nurses and other members of the health care team, patient/resident/clients and their families.

- Determines the need for health promotion and primary and secondary prevention strategies for individuals, families and groups and implements same.
- Collaborates with clients, interdisciplinary teams, and community members in assessing health promotion and illness prevention needs of clients, families and community outcomes.
- Uses a population health, community development approach in planning, developing and implementing health promotion and illness prevention and health management strategies/programs.

Research

- Identifies and/or develops research questions.
- Participates and contributes to research relevant to practice.
- Critically analyzes research literature and applies relevant research to practice.
- Integrates evidence-based nursing, medicine and critical inquiry into practice.
- Facilitates utilization of research findings in clinical practice by all health team members.

Education

- Participates in professional development of nursing peers and other health professionals.
- Identifies learning needs of various care providers and contributes to the development of educational programs/resources to assist them to identify, prioritize, and provide quality care for defined populations.
- Provides clinical supervision, education and mentoring for graduate nursing students, medical interns and residents.

Publication and Professional Leadership

- Disseminates specialty knowledge of research findings through presentation and/or publications at local, regional, national and international level.
- Explains and promotes the role of nurse practitioner to patients/residents/clients, the public and other health care professionals.
- Participates in committees to develop policy and procedures that promote NP practice within a collaborative practice model.
- Models collaborative practice among team members.
- Acts as a resource person, educator, role model, advocate and/or mentor for students, health care professionals and the community.
- Provides leadership to promote analysis of key issues and participates in a broad range of policy making activities to influence practice, health services and healthy public policy.
- Demonstrates leadership skills, expertise, and in-depth knowledge bases consistent with advanced nursing practice.

Support of Systems

- Participates in strategic planning to support the implementation and evaluation of advanced practice nursing in area of specialty.
- Provides support to individuals, families, groups and communities for the development of programs and services, which reflect their health needs and priorities.
- Provides consultation to other health care institutions, educational institutions, and policy makers regarding the delivery of quality patient/resident/client care.
- Provides consultation to community groups and patient/resident/client populations regarding health care issues within area of expertise.

Other Responsibilities

- Develops and implements an education plan to maintain clinical competency.

- Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

1. Successful completion of probation.
2. Biannual performance conversation.
3. Works within established guidelines and competencies as evidenced by reviews and audits.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Active practicing membership on the RN Extended Practice (EP) Register of the College of Registered Nurses of Manitoba (CRNM).
- Basic Life Support (BLS) Certificate.

KNOWLEDGE REQUIRED:

- Knowledge of the College of Registered Nurses of Manitoba Scope of Practice for RN (NP)s.
- Knowledge of the Canadian Nurses Association Code of Ethics for Registered Nurses.
- Knowledge of the Regulated Health Professions Act.
- Advanced nursing care knowledge related to health assessments, diagnostics, pharmacotherapeutics and invasive and minor surgical procedures.
- Regional/facility/unit policies, procedures, protocols and guidelines.
- Knowledge of the Personal Health Information Act (PHIA), Protection of Persons in Care Act, Mental Health Act, Workplace Hazardous Materials Information Systems (WHMIS), Principles of Routine Practices (Universal Precautions) and other legislated acts.
- Principles of collaborative practice.
- Knowledge and understanding of the roles and responsibilities of members of the health care team.

EXPERIENCE REQUIRED:

- Two (2) years' experience in a clinical nursing or community health setting is preferred.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrates effective oral and written communication skills.
- Knowledge of computer systems; word processing, email applications and electronic medical systems.
- Ability to perform independently and as a member of the health care team.

- Ability to function in a demanding and stressful environment.
 - Demonstrates effective conceptual, organizational, interpersonal, critical thinking/problem-solving and decision-making skills.
 - Ability to plan, manage and implement changes effectively.
 - Ability to foster inter-personal relationships including effective negotiations and conflict resolutions.
 - Demonstrates effective group facilitation skills.
 - Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
 - Demonstrated ability to meet the physical and mental demands of the job.
 - Good work and attendance record.
 - Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate.
 - All Health Care Workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.
 - Requires a valid Class 5 driver's license, an all-purpose insured vehicle and liability insurance of at least \$1,000,000.00.
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WORK CONDITIONS: No hazardous or significantly unpleasant conditions

- May work occasionally evenings and weekends as necessary.
 - Will be required to travel to other regional facilities as the position duties may require.
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SALARY SCALE:

As per Manitoba Nurses Union (MNU) Collective Agreement Salary Scale.

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.