



**North Eastman Health Association Inc.
Job Description**

Registered Nurse – Extended Practice

Position Summary

The Primary Health Care Nurse Practitioner (NP) provides clinical leadership and coordination to the interdisciplinary health team. In collaboration with health team members and community stakeholders, the NP will ensure the development and delivery of health programs to meet the needs of the residents of the area. In collaboration with physicians and other members of the health team, the NP will offer health services in a clinical setting and implement a plan for health promotion. The NP is responsible and accountable at all times for her / his own practice and functions in accordance with the Association's Mission, Vision and Values, policies and procedures and ensures all practices are consistent with relevant legislation and professional standards.

Reports To: Primary Health Care Manager

Union: MNU

Qualifications:

Education and Experience

- Master's Degree in Nursing and / or eligibility for the Nurse Practitioner registry if applicable.
- Registration and in good standing with the College of Registered Nurses of Manitoba.
- Experience in Primary Health Care and / or Community Health Nursing.
- Experience in program planning, development and evaluation.

Knowledge, Skills and Abilities

- Sound knowledge of the principles of primary health care.
- Ability to foster and maintain positive working relationships both individually and in a team setting.
- Ability to work independently.
- Demonstrated effective communication skills.
- A good understanding of community development, health promotion & education, and disease prevention.
- Ability to use professional judgement applicable to consultation and referral processes.
- Good physical & mental health to meet the demands of the job.

Position Duties & Responsibilities

- Demonstrates responsible decision making through application of knowledge, skills, and critical thinking ability.
- In collaboration with the health care team, receives and makes appropriate referrals, collaborates with other health care team members to ensure quality care for clients.
- Applies the nursing process including assessing client health status, analyzing, developing and implementing a plan of care and evaluating outcomes.
- Documents, maintains and reports pertinent client information in accordance with established standards.
- Participates, when required, in developing a work plan for nursing services that are relevant to the needs to the community.

1. Primary Health Care

In collaboration with the Primary Care Physician, provides:

- Advanced health assessment of individuals across the life span.
- Assessment and management of acute, minor illnesses such as respiratory and genitourinary infections.
- Periodic health surveillance and health maintenance of well children and adults in such forums as teen clinics, well women clinics and well men clinics.
- Monitoring and management of stable chronic conditions such as hypertension and diabetes.
- Orders diagnostics within an approved list.
- Prescribes and monitors drug administration in accordance with provincial prescribing and distributing guidelines and provincial legislation, in accordance with physicians and pharmacists as required, for the protection of the public.

2. Health Promotion and Health Education

- Health promotion teaching and support for the individual, family, or group regarding lifestyle changes and disease prevention based on community need.
- Provides leadership in integrating health promotion, health education, community development, best practices, and consultation activities at the individual, family, group, neighborhood, and community level.
- To foster supportive environments that enable clients, families, groups, neighborhoods, and the community to increase control over and improve their health through empowerment and informed decision making.

3. Program Development

- Develops and implements a plan for community health assessment that is consistent with regional community health assessment and in collaboration with the health team and community stakeholders.
- Identifies priorities in health services as part of the regional multi-year plan for the implementation of primary health care.
- Implements programs to meet the priority health needs of the population in collaboration with the health team, health and service providers in the community.
- Develops and implements an evaluation plan including assessment of client outcomes.

4. Clinical Leadership

- Coordination of client care and resources.
- Facilitation of team meetings.
- Clinical support and consultation to quality improvement initiatives.
- Leadership in both the understanding of, and ability to use research findings to guide service delivery and promote evidence-based practice.
- Initiates and/or participates in health care and research activities.
- Participates in the professional development of nursing peers and other health professionals.

5. Clinical Operations

- In collaboration with the health care team and management, recommends policies and procedures relevant to primary health care services.
- Ensures the maintenance of accurate and current health information records.
- Ensures accurate clinic operations (e.g. filing/ follow-up test results).
- Facilitates the confidentiality of information in accordance with the Personal Health Information Act.
- Manages the following clinical activities:
 - Monitors nursing and medical supply requirements.
 - Orders necessary supplies.
 - Orders medication and maintains inventory.
 - Ensures clinical equipment is in working order and manages any malfunctions or deficits be directed to the appropriate agency.
 - Contributes actively to the development, implementation and evaluation of quality improvement process.

6. Professional Development

- Participates in relevant education programs, in-services and workshops to increase professional competency and meet personal needs and goals.
- Seeks appropriate supervision of own actions.
- Participates in planning and implementing changes in a professional manner.
- Demonstrates commitment to self-development and the advancement of the nurse practitioner role.
- Participates in continuous improvement and infection control programs.
- Participates in self-evaluation and contributes to the evaluation of the care team members.

Revised: _____
Date

Approved by: _____ Date
Supervisor/Manager

Approved by: _____ Date
Vice President/CEO

Reviewed by: _____ Date
Director, Human Resources

NOTE: Original Signed and Dated April 5, 2005