



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	NURSE PRACTITIONER
<b>DEPARTMENT:</b>	PRIMARY CARE, ACUTE CARE, AND/OR SPECIALTY AREA
<b>CLASSIFICATION:</b>	NURSE PRACTITIONER
<b>UNION:</b>	MNU

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## REPORTING RELATIONSHIPS

<b>POSITION REPORTS TO:</b>	CLINICAL TEAM MANAGER
<b>POSITIONS SUPERVISED:</b>	NOT APPLICABLE

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## POSITION SUMMARY

Within a multi-disciplinary practice team, the Nurse Practitioner applies advanced nursing and medical theory to the provision of care to clients. The Nurse Practitioner is responsible to autonomously order and interpret diagnostic tests, order pharmacologic therapies and perform minor invasive clinical procedures. The Nurse Practitioner implements strategies to improve health, prevent illness, plan and evaluate care, consult with other primary care providers for ongoing care continuity and is competent to teach others. The Nurse Practitioner's role includes practitioner, consultant, educator, leader, and advocate.

The position of Nurse Practitioner functions in manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

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## ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Applies advanced nursing and medical theory to the provision of clinical care consistent with the principles of safe, effective care and all applicable policies and guidelines.
- Autonomously orders and interprets diagnostic tests, prescribes pharmacologic agents and performs minor invasive procedures.

- Performs advanced, comprehensive and focused health assessments. Synthesizes health assessment information and uses critical thinking and decision making to identify concerns and risks, normal and abnormal states of health and formulates a differential diagnosis.
- Orders appropriate screening and diagnostic investigations and interprets the findings using clinical reasoning, scientific evidence and critical thinking.
- Communicates clinical findings with patients, families and colleagues and discusses treatment options, outcomes and prognoses.
- Collaborates with patients 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.
- Provides healthcare services to clients in variety of community settings such as community clinics, hospitals and outreach clinics.
- Determines, evaluates and prescribes treatments based on theory and evidence based practice for the specific client population and assists patients to incorporate the treatment plan into their daily lives.
- Communicates the clinical findings, in hospital treatment and care plan to appropriate primary health care providers who have a clinical relationship with the patient.
- Uses sound clinical reasoning skills and established outcome criteria to evaluate the initial and outcomes of the treatment plan including consultation and referral.
- Documents clinical care in a timely, accurate and relevant manner.
- Applies principles of pharmacology in selecting and prescribing drugs as part of the treatment plan. Discusses with the patient their anticipated response to the drug, the intent of the therapy, possible drug side effects and the importance of compliance with the therapy prescribed in the treatment plan.
- Coordinates and facilitates care by liaising with other health care providers, agencies and community resources.
- Demonstrates cultural competence, making resources available to those from diverse backgrounds.
- Provides counseling and education to patients and their families.
- Recognizes the ethical issues inherent in the delivery of health care and facilitates patients to make decisions about their own health.
- Demonstrates expert skills in the formal and informal consultation with all disciplines connected with the care or wellbeing of the patient.
- Assists in the management of quality improvement and risk management programs.
- Participates and contributes to research relevant to practice.
- Integrates evidence based nursing, medicine and critical inquiry into practice.
- Facilitates utilization of research findings in clinical practice by all members of the health care team.
- Participates in the professional development of nursing peers and other health professionals as required.
- Provides clinical supervision, education and mentoring for graduate nursing students, medical interns and residents, technologists and EMS personnel where required.
- Disseminates specialty knowledge of research findings through publication or presentation.
- Explains and promotes the role of the Nurse Practitioner as part of the integrated health care team to patients, families, the public and other health professions.
- Participates in committees to develop policy and procedures that promotes a collaborative practice model.

- Models collaborative practice with other team members.
- Participates in and demonstrates an understanding of patient safety principles and practices in all daily activities.
- Supports an environment which avoids, prevents, and corrects all activities or actions which may result in an adverse outcome in the delivery of health care services.
- Pursuant to the Regional Health Authority Act, Interlake- Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

**OTHER:**

- Performs other related duties as assigned.
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**QUALIFICATIONS**

**EDUCATION/CERTIFICATION:**

- Master's Degree in Nursing - Nurse Practitioner Stream.
- Current registration and a member in good standing with the College of Registered Nurses of Manitoba, Extended Practise roster required or Graduate Nurse Practitioner with equivalent primary care experience required – applicable to Primary Health Care setting.
- Current registration and a member in good standing with the College of Registered Nurses of Manitoba, Extended Practice roster required – applicable to Acute Care and Addiction Medicine setting.
- Current ACLS, TNCC and PALS required – applicable to Acute Care setting.
- Authorization from CRNM to prescribe OAT (Opioid Agonist Treatment) as required – applicable to Addictions Medicine setting.
- Current BLS

**REQUIRED KNOWLEDGE:**

- Knowledge of co-occurring disorders, i.e. addictions and mental health – applicable to Addictions Medicine setting
- Knowledge of and ability to work within the mental health recovery model – applicable to Addictions Medicine setting

**EXPERIENCE REQUIRED:**

- Five (5) years recent clinical nursing practice required with minimum of two (2) years recent experience in area of specialty preferred.
- Three (3) years experience working with Indigenous and underserved communities – applicable to primary health care setting.
- Experience in program planning, development and evaluation required.
- Demonstrated practice in compliance with recovery based principles – applicable to Addictions Medicine setting

**SKILLS/COMPETENCIES:**

- Demonstrated leadership skills.
- Ability to foster and maintain positive working relationships individually and in a team setting.

- Ability to adapt quickly to changing situations.
- Ability to work independently.
- Demonstrated effective communication skills.
- Demonstrated effective conceptual, critical thinking, problem solving and decision making skills.
- Ability to use professional judgment applicable to consultation and referral processes.
- Valid Manitoba Driver's License and access to a vehicle required.
- Physical and mental health to meet the demands of the position.
- Preference will be given to candidates who have self-declared as Indigenous in accordance to Representative Workforce Policy (GA-6-P-330).
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record.

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#### **WORK CONDITIONS**

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
  - Will be required to travel throughout the region as duties may require.
  - No hazardous or significantly unpleasant conditions.
  - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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#### **WORKPLACE SAFETY AND HEALTH**

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

**PATIENT SAFETY**

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
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Created: \_\_\_\_\_  
Date

Revised: \_\_\_\_\_  
January 2023  
Date

Approved by: \_\_\_\_\_  
Regional Manager/ Supervisor \_\_\_\_\_  
Date

Approved by: \_\_\_\_\_  
Regional Lead/ CEO \_\_\_\_\_  
Date

Reviewed by: \_\_\_\_\_  
Regional Lead, Human Resources \_\_\_\_\_  
Date

*Position 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.*