

Nurse Practitioner

Employer: Algoma Manor Nursing Home

Posted: 1 months ago

ES Job ID: 4646

Sector(s): Healthcare

Closing Date: April 30, 2024

Location: Thessalon

Duration: Full Time

Job Description:

The Nurse Practitioner (NP) is a primary care provider to residents and works within their legislative scope of practice as described and outlined by the College of Nurses of Ontario. The NP collaborates with the resident, family/care-giver, and other members of the interdisciplinary care team in the development, implementation and evaluation of the resident's care including the residents' plan of care. The NP provides leadership and mentorship to internal members of the interdisciplinary care team enhancing 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 well-being of the home's residents. The NP demonstrates health system leadership by providing resident care within the long term care residence. All duties are performed in accordance with Algoma Manor's vision, mission and values statements.

The responsibilities of this position include but are not limited to:

- Provides comprehensive primary care to residents as part of the interdisciplinary health care team.
- In collaboration with the Attending Physicians, performs a person-centered health assessment of residents on admission (including a comprehensive health history and best possible medication history), annually and as needed (including quarterly medication reviews).
- Engages with the resident / family / substitute decision maker (SDM) in regular dialogue about their care plan.
- Participates in care conferences.
- Manages the care of residents by providing pharmacological, complementary, non-pharmacologic and/or other interventions within the scope of practice for NPs.
- Provides leadership to the interdisciplinary team in the provision of resident centered palliative and end-of-life care, including pain and symptom management, and, dementia care including responsive behavior management
- Collaborates with residents to develop a person-centered plan of care.
- Liaises with discharge planning services for hospitalized residents to ensure a smooth transition back to the residence.
- Represents the Home on designated LHIN based or regional committees as requested.
- Provides clinical leadership within the home.
- Actively participates in quality improvement initiatives focusing on the key publicly reported quality indicators.
- 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.
- Provides formal and informal teaching and coaching in the management of clinical care to the interdisciplinary team members, serving as resource person, educator and role model.
- Contributes to the performance appraisals of registered nursing staff.
- Participates in identifying, analyzing and interpreting trends in resident care outcomes and professional nursing practice issues to determine priorities for educational programming.
- Promotes knowledge development of clinical staff by integrating best practices in resident care.
- Contributes to planning, implementing and evaluating learning resources and health education programs for residents, families and SDMs.
- Mentors unregulated health care staff; provide training and education in the care of complex residents

- Demonstrates an understanding of the Long Term Care Homes Act, Bill 140 and Regulation 79/10.
- Participates in accreditation as required.
- Practices in accordance with applicable standards and regulations of a Nurse Practitioner under the College of Nurses of Ontario; maintains good standing with the College on an annual basis.
- Demonstrates understanding of privacy and confidentiality as defined by PHIPA.
- Acts in a professional manner, consistent with CNO expectations, the written agreement between the NP and the residence, and Algoma Manor's policies and code of conduct.
- Has an awareness and understanding of the complexity of long term care in Ontario including the multiple legislative bodies that oversee long term care homes.
- Demonstrates understanding of workplace safety. Understands and follows all health and safety policies and procedures. Works safely to reduce the risk of injury to self, other staff members and residents.
- Assists in the completion of any required reports for the Ministry of Health and Long Term Care with respect to the NP funding initiative.
- Increases continuity of care through collaboration, consultation and referral, as appropriate.
- Makes referrals to specialized consultants, services and other health care providers.
- Orders and/or performs appropriate screening and diagnostic investigations, interpreting results and assuming responsibility for follow-up.
- Diagnoses acute and chronic health conditions.
- Documents clinical data, assessment findings, diagnoses, plans of care, therapeutic interventions, resident responses and clinical rationale in a timely and accurate manner.
- Participates in providing after hours and on-call coverage in accordance with the on-call policy of the residence.
- Participates in creating an organizational environment that supports safety and quality of resident care and life, collaborative practice, and professional growth.
- Identifies, develops and implements practice innovations, in collaboration with the residence's senior leadership team.
- 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.
- Engages in evidence-informed practice by critically appraising and applying relevant research, and theory in providing health-care services.
- Identifies and implements research-based innovations for improving resident care.
- 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, publications, informal discussions, the development of best practices, policies and procedures.
- Performs other related duties as required.

Required Skills:

The ideal candidates will possess:

- Minimum three years' experience in geriatric, rehabilitation or long term care nursing.
- 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.
- Post-graduate education in gerontology (an asset).
- Specialty certification in gerontological nursing (an asset).
- Post-graduate certificate in palliative care (an asset).
- Experience in mental health nursing (an asset).
- In-depth expertise in care of older adults; however an ability to care for those under 65 is also required.
- Expertise in leadership.
- Expertise in translating best practice research into clinical care



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- Knowledge of the Long Term Care Act, Program Standards for Long Term Care, the appropriate sections of the Health Disciplines Act, Occupational Health & Safety Act, Pharmacy Act, Food and Drugs Act (Canada), Narcotic Control Act (Canada), Coroners Act, College of Nurses of Ontario Standards of Practice and other pertinent Federal, Provincial and Municipal Statutes which influence the operation of the residence and more specifically the nursing department.
- Good communication (written and verbal), leadership and interpersonal skills.

How to Apply:

Qualified applicants are asked to submit an application to: jenny.daoust@algomamanor.com

We thank all that apply, however, only those selected for an interview will be contacted. All applicants must be legally entitled to work in Canada on a permanent basis.

SAULT STE. MARIE
WEBINQUIRYSSM@SAULTCOLLEGE.CA
705.945.0705

477 Queen Street East, Suite 203
Sault Ste. Marie, ON P6A 1Z5

BLIND RIVER
WEBINQUIRYBR@SAULTCOLLEGE.CA
705.356.1611

1 Industrial Park Road, Suite 205
Blind River, ON P0R 1B0



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