



Job Title: Nurse Practitioner
Program: Nurse Practitioner Led Clinic (NPLC)
Reports to: Nurse Practitioner & Clinic Lead

The NPLC at CMHA Durham is expanding! We are looking for an exceptional Nurse Practitioner to join our practice, providing primary care for all ages/stages and often in the context of serious mental illness.

As part of our highly-accredited team, you will work autonomously and to full scope in a multidisciplinary environment, offering comprehensive, welcoming care for marginalized, complex patients. In particular, you will identify and manage co-morbid illnesses and concurrent conditions, integrating mental health and addictions treatment into daily primary care visits. This position is a good fit for individuals who enjoy a fast-paced environment!

Responsibilities

Assessment

- Working within the scope of practice of the RN (EC), performs a comprehensive health or symptom directed assessment synthesizes data from multiple sources to make diagnosis, as part of the health care team
- Spend adequate time with the client to determine the presence of existing and potential health problems, with a major focus on related lifestyle, psychological, sociocultural, and environmental risk factors which may influence the client's health status, deals with these personally or by referral to or in consultation with, other health care providers and agencies/services
- In accordance with the philosophy of primary health care, encourages clients and families to take responsibility for their own health by involving them in risk factor and health problem identification, goal setting, and the choices of interventions for disease treatment and prevention, health promotion
- Works collaboratively and in consultation with the collaborating physicians and specialists as defined in the RN(EC) scope of practice "Expectation for consultation with physicians"
- Works within medical directives as established and approved by CMHA Durham and the collaborating physician
- Determine the need for and orders from an approved list and interprets the results of screening and diagnostic laboratory tests, within the scope of practice
- Determines the need for and orders and interprets reports of diagnostic ultrasounds within the scope of RN(EC) practice
- Keeps complete, accurate, legible and timely records of client's visits, which will provide information to assist other practitioners in continuing the client's care
- Sees clients at the clinic with scheduled and urgent appointments, and in the community through home visits, during regular and extended hours

Treatment

- Provides advances nursing care and treatment (including pharmacological complementary therapies and/or counselling interventions for health problem)
- Monitors the ongoing therapy of clients with chronic stable illness by providing effective pharmacological, complementary, or counselling interventions



- Prescribe drugs included in the Schedules of the Regulations to treat diseases or disorders within the RN(EC) scope of practice
- Collaboration with physicians, independently and with other allied health professions to develop appropriate individualized care plan with client/family/caregiver based on best practices
- Documents using client health records, refers to and arranges follow-up as necessary
- Implements strategies to foster independent and healthy lifestyles
- Synthesizes information from individual clients to identify broader implications within the family
- Assesses and manages the care of families, in collaboration with team members
- Synthesize information from individual clients to identify broader implications for health within the community
- Uses community assessment data to identify community needs and resources and develops, implements and evaluates appropriate programming
- Ensures that encounter forms and other statistics have been recorded and participates in their analysis

Education / Advisory

- Help clients to identify and use health resources
- Involve clients in decisions about their own health
- Encourage clients to take action for their own health
- Initiate health education and other activities that assist, promote and support clients as they strive to achieve the highest level of health
- Develop learning resources for clients
- Develop and deliver health education program for patients and communities
- Implements strategies to promote health and prevent disease for both primary and secondary prevention
- Advocates for services with clients

Organizational Role

- Maintaining current knowledge of policy manuals, reading minutes of meetings and keeping up to date with organizational happenings
- Contributing to the efficient functioning of the organization and the attainment of goals
- Basing practice on sound theoretical knowledge and best practices
- Arranging priorities as necessary to perform tasks
- Knowing established work and administrative procedures

Requirements

- Council of Ontario University Program in Nursing Primary Health Care Nurse Practitioner Program Certificate (or recognized equivalent)
- Baccalaureate of Science in Nursing required
- Current registration with the College of Nurses of Ontario as an RN(EC) required
- Current membership with the RNAO and/or NPAO and proof of liability insurance
- Current First Aid/CPR certification
- Sound knowledge of the Mental Health Act, Health Care Consent Act, and other related legislation in Ontario
- Sound knowledge of psychotropic medications including usage and potential side effects
- Ability to manage a system of medication checks ensuring accuracy
- Ability to develop and maintain positive relationships clients, community, partners and represent the agency in a professional manner at all times



- Excellent communication (written and verbal) skills and ability to formally present information to individuals or groups in order to develop, implement and monitor nursing care plans and attend meetings
- Ability to resolve complex client problems in order to ensure a high standard of nursing service
- Excellent assessment and organizational skills
- Flexibility to adapt to change
- Ability to work independently when necessary
- Ability to think critically and creatively
- Ability to make accurate nursing assessments and implement best practices
- Ability to participate as a member of a high performance multi-disciplinary team
- Knowledge of MS Office (Word, Excel, PowerPoint, Access and Outlook), internet

Application Procedure

1. Forward cover letter and resume to: recruitment@cmhadurham.org
2. Deadline for applications is **December 4 , 2017**

CMHA Durham is an equal opportunity employer. All qualified candidates are encouraged to apply; however only those selected for an interview will be contacted. Accommodations are available upon request.