

CITY OF HAMILTON

PUBLIC HEALTH & COMMUNITY SERVICES DEPARTMENT

NURSE PRACTITIONER, (REGISTERED NURSE IN THE EXTENDED CLASS)– ONA LOCAL 50

SUMMARY OF DUTIES

Reporting to the Manager, the Nurse Practitioner is a Registered Nurse in the Extended Class (RNEC) and is recognized as such by the College of Nurses of Ontario (CNO). The Nurse Practitioner (NP) has advanced knowledge and decision-making skills in assessment, diagnosis and health care management. She/he has the authority to independently perform additional controlled acts as outlined in the CNO's Standards of Practice for Registered Nurses in the Extended Class. The NP will provide primary health care services to clients in a non-judgmental, culturally sensitive manner. The Nurse Practitioner will work to her/his full scope of practice while participating within an interdisciplinary team in the development, implementation and evaluation of Public Health Services with a focus on infection prevention and control within the Health Protection Division. The successful candidate will contribute to the planning, development, coordination, implementation and evaluation of the Infectious Diseases Prevention and Control Program Standards and Protocols under the Ontario Public Health Standards.

GENERAL DUTIES

The roles of the Nurse Practitioner for Public Health Services may include the following functions:

1. PRACTITIONER

The Nurse Practitioner provides direct comprehensive care to clients with specialized and complex needs based on enhanced clinical knowledge and skills. The Nurse Practitioner practice is an interdependent practice in which the Nurse Practitioner works collaboratively within an interdisciplinary team.

- Conducts in-depth comprehensive assessments which integrate a wide range of complex information including: client, family and staff perspectives; nursing and allied health theory and research
- Completes holistic health histories, mental status and physical examinations
- Diagnoses some acute health conditions, and may facilitate a diagnosis of chronic health conditions, collaborating with the physician as necessary
- Diagnoses and participates in the management of human responses to actual and potential health problems in collaboration with the client, family and/or the interdisciplinary team
- Engages in and supports a therapeutic nurse-client relationship that facilitates health and healing. Client-centred service is focused on empowering the client(s) and promoting his/her overall quality of life
- Orders appropriate screening and diagnostic testing
- Interprets laboratory tests, reports of X-rays, ultrasounds and ECGs and makes clinical decisions accordingly
- Collaborates with clients and/or families, and interdisciplinary teams in formulating care plans for managing acute and chronic health issues and provides comprehensive monitoring. Mobilizes client/or family strengths and resources for health and healing
- Prescribes pharmacological agents and therapeutic measures which may need to be reviewed by the SPHS Medical Officer of Health or Associate Medical Officer of Health

- Consults with and refers to other health professionals and community services as needed
- Facilitates co-ordination and continuity of services to clients within and across health care settings
- Evaluates the effectiveness of interventions and adjusts services as needed in collaboration with clients and/or family, and/or interdisciplinary team
- Provides health counselling to clients and family/care givers
- Accurately documents assessments, plans, interventions and evaluations of client service
- Takes a leadership role in developing integrated strategies for illness prevention, health promotion, health maintenance, rehabilitation and restorative care

2. **CONSULTANT**

The Nurse Practitioner shares specialized knowledge through nursing consultation at a community, an organizational or client specific level to improve client service, client and professional satisfaction, and public health services delivery. The Nurse Practitioner:

- Provides nursing consultation to clients and/or their families, health professionals, PHS administration, groups and organizations
- Provides nursing consultation, and is involved with program planning and development
- Provides expert advice to staff in the areas of clinical services and infection prevention and control
- Provides consultation services related to infection prevention and control practices and policies
- Collaborates with health care facilities both acute and long term care, community agencies, and community networks to develop and implement best practices related to infection prevention and control providing guidance and ensuring adherence to applicable legislations, policies and standards.
- Consults with internal and external stakeholders on outbreak and urgent responses, including but not limited to pandemic preparedness, institutional outbreaks and community investigations of infectious diseases

3. **EDUCATOR**

The Nurse Practitioner participates in the teaching-learning process guided by relevant adult learning principles. The Nurse Practitioner:

- Provides on-going information/education to clients and/or families
- Contributes to the planning, initiating, implementing and evaluation of educational programs and learning resources for clients, families, staff and community
- Participates in the education of students
- Participates in the education of staff in relation to infection prevention and control practices and policies

4. **LEADER**

- Contributes to the Mission, Philosophy, Values, Standards, Goals and Objectives of Public Health Services and Nursing

- Promote the advancement of nursing, primary health care, and infection prevention and control by acting as an innovator, advocate, change agent and role model

5. ADVOCATE

- Participates in the identification, analysis and interpretation of trends in relevant community issues, in collaboration with clients and families to address identified health care priorities and related issues
- Promotes and endorses improvements in care available to clients and/or their families
- Promotes access to services including identification and development of strategies to address barriers for marginalized groups

6. RESEARCHER/EVALUATOR

- Participates in research projects
- Uses evidence-based research as a guide to practice
- Maintains records, reports and statistics necessary for program functioning and evaluation

7. HEALTH PROMOTER

- Assesses and identifies with the community and colleagues the need for policy and program planning/development, participates in the implementation and evaluation of such policies and programs
- Partners with communities, families and individuals to take responsibility for maintaining and/or improving their health by increasing their knowledge of their control over and their influence on health determinants
- Participates in health communication strategies
- Collaborates with relevant partners including PHS staff and staff from other agencies in health promotion strategies
- Implements health promotion initiatives in the community and across the health care continuum to teach and promote evidence based infection prevent and control practices

8. MEMBER OF THE HEALTH CARE TEAM

- Works with Public Health Nurses (PHN), physicians and other health care providers to deliver comprehensive, client-centred services
- Uses additional knowledge, skills and authority of the Nurse Practitioner to complement those of the PHN and other providers
- Collaborates to assume roles in health promotion and population health, disease and injury prevention, education, consultation, community development and mobilization, communication/facilitation, research/evaluation, and infection prevention and control.
- Participates in various departmental, interdivisional and interagency committees. Maintains active membership in Hamilton branch of Community and Hospital Infection Control Association (CHICA).

The Nurse Practitioner reports to the Associate Medical Officer of Health for those procedures, treatments or interventions that exceed the Nurse Practitioner's scope of practice and which require medical directives or consultation.

QUALIFICATIONS

1. Baccalaureate in Nursing
2. Current registration with the College of Nurses of Ontario as a Registered Nurse in the Extended Class
3. Current Certification in Infection Control (or committed to obtaining this certification within three (3) years of beginning in this position.)
4. Previous experience working in a Public Health setting would be preferred.
5. Advanced knowledge and clinical decision-making skills in assessment, diagnosis and health care management
6. Previous progressive experience working in the infection control field including thorough knowledge of communicable disease control in areas of vaccine preventable disease, tuberculosis control, other reportable diseases, epidemiologic principles, surveillance, infection prevention and control and outbreak management.
7. Working knowledge of applicable Public Health and Infection Prevention and Control policies and standards.
8. Must have a valid Class 'G' driver's licence in the Province of Ontario and be able to maintain same.

THIS POSITION REQUIRES A VALID CLASS "G" DRIVER'S LICENCE AND PROOF THEREOF IS REQUIRED AFTER HIRE.

NOTE:

The successful candidate will be required to provide immunization records, which may include TB testing prior to the start of employment to meet the requirements of the Staff Immunization and Surveillance Policy and Procedure.