



NURSE PRACTITIONER

JOB POSTING

Position Title:	Nurse Practitioner	Employee Group:	Non-Union
Department:	GM Nursing	Classification:	Nurse Practitioner
Posting #:	GM NP PERM FT 2024-35	Hourly Rate:	TBD
Application Deadline:	Until Filled	Hours/Pay:	75 hours per pay
Application Details:	Submit Resume and Cover Letter to jobs@hch.ca	Hours:	0900 h to 1700 h
Start Date:	ASAP		

Position Summary:

The Attending Nurse Practitioner (NP) supports the delivery of primary health care to 120 residents of Grace Manor long-term care home. The model of care is a shared care model between the NP and the resident's family physician. The Attending NP collaborates with the resident and family/caregiver, and the health care team in the development, implementation and evaluation of the resident's plan of care.

In addition to clinical care, the Nurse Practitioner provides education and leadership to the registered nursing staff, families and residents. The Nurse Practitioner works collaboratively within the interdisciplinary team to lead evidence-based practice initiatives, co-leads the specialized program committee which includes oversight of the skin and wound, falls, restraints/PASD, continence care, behavioural management, and pain programs

Organization Background:

Holland Christian Homes consists of 6 Independent/Assisted Living Towers as well as Faith Manor and Grace Manor which are private, non-profit Christian Long-Term Care facilities situated in the City of Brampton in the Region of Peel. Holland Christian Homes is a dynamic, innovative organization that provides a full continuum of care to individuals in a Christian atmosphere.

We believe that individuals requiring our services have the right to a lifestyle that adequately meets their physical psychological, social, cultural and spiritual needs. These services are provided by fully qualified professional staff who deliver care using a holistic approach to provide quality care and quality of life to individuals.

Specific responsibilities include:

- Provide comprehensive primary care to our residents as part of the interdisciplinary health care team
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- Manage the care of residents by providing pharmacological, complementary and/or counseling interventions, and perform procedures within the NP scope of practice.
- Order and/or perform appropriate screening and diagnostic investigations, interpreting results and assuming responsibility for follow-up.
- Perform a person-centered health assessment of residents on admission, annually and as needed.
- Provide person-focused health education
- Collaborate and consult with physicians, director of resident care, registered nursing staff, interdisciplinary team members and external resources regarding the resident plan of care.
- Advocate for and provides palliative and end-of-life care.



- Identify, develop and implement practice innovations, in collaboration with the Medical Director(s) and interdisciplinary team.
- Provide formal and informal teaching and coaching in the management of clinical care to the interdisciplinary team members, serving as a resource person, educator and role model.
- Promote knowledge development of clinical staff by integrating best practices in resident care
- Co-chair the Specialized programs for the home, specifically as it relates to:
 - Skin and Wound Care
 - Falls Management
 - Continence Care
 - Behavioural Supports
 - Pain Management
 - Restraints/PASDs
- The Attending NP creates as well as acts as a resource for the development of organizational policies and procedures as it relates to medical or nursing care.
- The NP also actively participates in the Medical Advisory and Pharmacy Advisory Committee quarterly often taking on the role of chair or co-chair and oversight of compliance of this program together with the Medical Director(s).
- Tracking and analysis of Attending NP encounter visits
- Tracking and analysis of avoidable ED transfer rates, total ED transfers, admissions to hospital, deaths at the manor, and deaths at the hospital.
- Interacts with all members of the interdisciplinary team within the organization (CEO, management team, registered staff, allied health care, activation, dietary)
- Residents and families
- Exchange information, explain situations, and influence others in matters of common interest relating to function specific needs for the interdisciplinary team or residents and their families.
- Medical point of contact for consulting specialists as required (i.e. OTN)
- Collaborate with external community partners i.e. NLOT team, GEM nurses, RNAO, Neurobehavioral Team, Pharmacy, Wound Care specialists, lab and imaging department.
- Respect and carry out the values associated with a person-centered approach which include rights, dignity, identity, individuality, respect, privacy, choice and independence.
- Focus on the abilities and skills of the individual rather than the labels, statistics and diagnosis.
- Provide individualized emotional and physical spaces for care that are in tune with people's changing needs
- Provide supportive opportunities for social engagement to help people live their life and experience well-being.
- Performs other duties and responsibilities as assigned by the direct supervisor

Qualifications:

- Current registration with the College of Nurses of Ontario as a registered nurse in the extended class, and entitled to practice as an Adult or Primary Care Nurse Practitioner.
- A minimum of three (3) years' experience working in a long-term care setting, or an equivalent amount of education and experience.
- Post-graduate education and experience in Gerontology is an asset.
- Specialty certification in geriatric nursing is preferred.
- Completion of LEAP or other relevant palliative care training is recommended
- Experience in nursing project management such as best practice guideline implementation
- Member of RNAO or NPAO.
- Proven experience in palliative care, chronic disease management, wound care and dementia care is an asset.
- Strong interpersonal and communication skills.
- Proven charting and documentation skills
- Prior exposure to PointClickCare is an asset.
- Ability to demonstrate diplomacy and professionalism when working with families and other professionals.



- Exceptional interpersonal and customer service skills with commitment to providing care and work with a person-centered approach
- Experience in providing physical, social and emotional needs that are in tune with people's changing needs
- Ability to interact with seniors in a way that it can be understood and communicate in a way that meets every individual's needs and preferences including those that are cognitively challenged
- Demonstrated success in communicating with all levels of the organization that includes communicate effectively with staff, residents, families/visitors delivery/service personnel and the general public.
- Excellent problem solving, conflict resolution, and decision making skills.
- Good judgment skills and the ability to handle and maintain confidential information
- Ability to multi-task and prioritize workload.
- Ability to work independently as well as function as part of a multi-disciplinary team.
- Ability to be proactive and take initiative where required.
- Ability to focus on assigned tasks
- Detail-oriented and professional
- Ability to effectively handle multiple tasks simultaneously
- Ability to work under conditions of frequent interruption, being undisturbed by the complexities and variety of minute details.
- Competence in computer applications including Microsoft Office and Outlook.
- Demonstrated ability to observe boundaries, engage in appropriate emotional regulation, refrain from dual relationships with residents, maintain confidentiality, and engage in reasonable self-care strategies designed to reduce stress by balancing work/life responsibilities.
- Ability to read, write, and speak English.
- A satisfactory and current Vulnerable Sector Screening.
- Evidence of a negative 2 step TB Test, full COVID-19 vaccination and up to date immunizations including Flu Shot (unless medically exempt)

Interested and qualified applicants should forward a Resume and Cover Letter (as ONE document in PDF format) to: Human Resources e-mail: jobs@hch.ca

Holland Christian Homes welcomes diversity in the workplace and encourages applications from all qualified individuals.

Holland Christian Homes is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation for disability during any stage of the recruitment process, please indicate this in your cover letter.

Applicants agree that by providing personal information in response to this posting, and otherwise in any recruitment process with the Company, such personal information may be retained and used by HCH for a period of one (1) year from the date of this application, for the purpose of consideration for employment opportunities which may arise during that time period, unless an Applicant notifies the Company to the contrary."

We thank all applicants for their interest in this position, however, only those individuals selected for an interview will be contacted. No phone calls please.