

Subject: NLOT Nurse Practitioner Job Description

Original Effective Date: August 2, 2012

Date of Revision: May 2023

Revised by: Pat Morden BScN, MEd ,

REPORTS TO: CEO, Shalom Village

JOB SUMMARY

The NLOT Team has been serving the needs of LTC Homes in the Hamilton /Wentworth Area for over 20 years. The NPs support the teams within the homes to provide care ‘at home’ for residents who may have needed to be sent to the ED. The role includes clinical practice and education. NLOT NPs must be prepared to drive to various LTC homes and work in a multitude of settings, consulting with other NPs virtually and at regular meetings. The NLOT NPs need to both work independently and collaboratively, take individual initiative and take collective action.

As a member of the multi-disciplinary team, practices in accordance with Regulated Health Professions Act, Gerontological Nurses Association (GNA) Standards, The Long Term Care Homes Act, the Practice Standards set by the College of Nurses of Ontario, and the standards set out for a Nurse Practitioner practicing in Ontario. The NP provides direct resident care and orders treatments to reduce acute care admissions to hospital from the long-term care (LTC) sector and promotes critical thinking skills among staff through assessments, education, and care delivery. The NP also recommends treatment plans in collaboration with the multi-disciplinary team to promote wellness and disease prevention. The NP contributes to collaborative projects that reflect community needs with community stakeholders.

QUALIFICATIONS

Education and Memberships

- Completion of a Nurse Practitioner Program from a recognized university.
- A Masters or Doctoral Degree in Nursing.
- Current Certificate of Registration as a Registered Nurse in the Extended Class for an NP with the College of Nurses of Ontario
- Current Certificate in CPR
- Membership with the RNAO and GNA preferred

Knowledge and Experience

- Minimum of 2 years’ experience in working with the older adults in a long-term care setting.
- Minimum of 2 years’ experience in working as a Nurse Practitioner in an acute, ER or community setting.
- Knowledge and experience with older adults needs such as chronic disease

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- management, dementia and behavioral care, palliative care, and wound care.
- Experience in bedside teaching and education.

Special Conditions

- Must maintain a valid driver's license and travel throughout the entire LHIN.
- Annual influenza vaccine preferred.

Skills

- Skill set inclusive of IV management, suturing, venipuncture, PICC lines, wound care, catheters, Dermabond, PEG tubes, tracheostomy care, ostomy care, and any other adaptable skill as needed by the LTC home within the individuals knowledge, skill, and judgment.
- Ability to be self-directed and organized in clinical practice as required in the areas of assessment, diagnosis and treatment.
- Demonstrated clinical leadership skills to organize and co-ordinate the care of residents in collaboration with their family and staff.
- Competency to autonomously diagnose order and interpret diagnostic tests, prescribe pharmaceuticals and treatments and to perform procedures.
- Ability to promote professional education and advance knowledge through research and best practice guidelines related to the care of residents throughout the health care circle.
- Demonstrated commitment to providing quality customer service and inter-personal skills while dealing with the public as well as various medical and non-medical professionals.
- Demonstrated computer skills with database management, electronic medical records, power point and Microsoft Word and Excel.

RESPONSIBILITIES

1. Assess acute and chronic illness and/or sudden changes in a resident's health status, while practicing within the professional scope of practice, to determine if a resident can be managed medically within LTC Home environment by:
 - Analyzing residents condition through physical assessment of resident;
 - Reviewing and analyzing documentation and lab results;
 - consulting with staff, family and physician as required
 - Facilitating a conversation about informed consent to treatment options and expected outcomes.
 - Recommending blood work and diagnostic testing

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- Recommending treatment and follow-up care for resident
2. Provide consultation on high risk admissions to LTC as required.
 3. Collaborate with the Directors of Care, Educators, Charge Nurses, and the Nurse Practitioners working with LTC Homes to identify the educational needs of the staff in the LTC homes in order to provide and ensure safe and effective management of care delivery for residents in LTC.
 4. Contribute to development and delivery of education to caregivers, residents and families as required within the LTC homes to promote proactive assessments and treatment options for residents to age in place.
 5. Assist with care co-ordination and the resident's safe return to LTC as soon as possible when a resident is transferred to hospital.
 6. Participate actively in CQI projects within the homes, the LHIN, and with community stakeholders and contribute to benchmarking and identification of trends and issues regarding ER transfers and avoidance.

ADDITIONAL JOB SPECIFICATIONS

Decisions on which you seek consultation with the CEO

- Purchasing equipment and supplies
- Decisions with any financial implications to the organization
- Medical decisions beyond the Standards of Practice for Registered Nurses
- Concerns regarding challenges with the health system and stakeholders

External Relationships/Contacts

- Public Health, Case Managers, BSO, Pain and Symptom Management Consultants, RNAO Best Practice Coordinator, Geriatric Mental Health Outreach, Lab services, Pharmacy, Niagara Health System, Alzheimer's Society and CCAC.
- Other health care institutions

Physical Demands

- Driving between sites in all weather conditions

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- Exposure to illnesses and body fluids
- Walking continuously throughout the day

Mental Demands

- Intensive periods for assessment and treatment of residents
- Subject to multiple interruptions

The above description reflects the general details considered necessary to describe the principal functions and duties as required for proper evaluation of the job. This description shall not be construed as a detailed description of all the work requirements that may be inherent in the job.
