



## NURSE PRACTITIONER – LONG TERM CARE

**DEPARTMENT:** HIGHLAND WOOD AND HYLAND CREST  
**REPORTS TO:** ADMINISTRATOR  
**STATUS:** TEMPORARY FULL-TIME (NOV/23 - DEC/25) (will be extended if funding supports)  
**SHIFT:** DAYS  
**COMPENSATION:** \$57.08/hr - \$67.39/hr  
**UNION:** ONA  
**AVAILABLE TO:** INTERNAL & EXTERNAL CANDIDATES  
**DATE POSTED:** OCTOBER 16, 2023

### **POSITION DESCRIPTION:**

Reporting to the Administrator, the Nurse Practitioner (NP) is a primary care provider to residents and works within his/her legislative scope of practice as described and outlined by the College of Nurses of Ontario. The Nurse Practitioner collaborates with the resident and family/care giver, along with our interdisciplinary care team in the development, implementation and evaluation of our residents' plan of care; provides leadership and mentorship to other team members; and leads and collaborates research, education, and evidence-based practice initiatives.

### **RESPONSIBILITIES:**

- Utilizing the nursing process (assessing, planning, implementing, and evaluating nursing care) within the scope of practice applicable to a RN-EC or Nurse Practitioner, and working in partnership with the LTC staff and the Attending Physicians or Medical Director, assess acute and chronic illness and/or sudden changes in a resident's health status to determine if 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 and communicating with staff, family and physician as required
  - Ordering blood work and diagnostic testing; and
  - Prescribing treatment and follow-up care for resident
- Assess and evaluate a resident's condition, document findings, and prescribe appropriate treatment that falls within the professional scope of practice for registered staff within the LTC setting. Collaborate with physician as appropriate.
- Collaborate with the Director of Care to identify the educational needs of Registered Staff in the LTC home in order to provide and ensure safe and effective management of care delivery for residents in LTC.
- Contribute to development and delivery of education to caregivers, residents and families as required within the LTC home.
- In collaboration with physicians, Directors of Care and Leadership Team, contribute to development of guidelines for treatment of residents within the LTC environment to be able to provide comprehensive services within the home.
- Evaluate changes in resident's health status in consultation with health care providers and resident or power of attorney for personal care, recommend comprehensive treatment options available and expected outcomes and instruct treatment options for resident as appropriate.
- Consult with physician when encountering resident care situations beyond the NP's legal scope of practice and/or individual competency.
- Instruct Registered Staff and DOC in LTC for treatments unfamiliar to staff by developing and delivering education to staff regarding treatment options for residents to facilitate aging in place.
- Assist with care co-ordination and the resident's safe return to LTC as soon as possible when a resident is transferred to hospital.
- Participate actively in CQI projects including working on quality indicators and improvement plans/sustaining improvement as directed by the home.
- Participate in home committees at the direction of the Administrator.
- Directs the development and maintenance of systems and processes that ensure the Long Term Care Home is compliant with all elements of the Long Term Care Act.

### **EDUCATION REQUIREMENTS/QUALIFICATIONS:**

- Proof of current registration with the College of Nurses as a Registered Nurse in the Extended Class (Primary Health Care or Adult) and entitled to practice. Masters Degree in Nursing preferred.
- Post-graduate education and experience in gerontology is an asset.
- Specialty certification in gerontological nursing is an asset.
- Post-graduate certification and experience in palliative care is an asset.
- Knowledgeable about primary health issues in long-term care facilities.
- Education and / or experience working with responsive behaviours is an asset.
- Education and / or experience working with people living with dementia is an asset.
- Excellent written and oral communication skills.
- Valid driver's license and a reliable vehicle with insurance is required.

### **SUBMIT APPLICATION AND RESUME TO:**

**Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
**E-mail: hr@hhhs.ca**  
**Fax: 705-457-4609**

### **PLEASE QUOTE JOB NUMBER:**

**2023-93**

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.