

Job Description

Position: Nurse Practitioner

Program/Services: REACH Urgent & Primary Care Centre

Salary Range: \$159,577.60

Provisional License: \$80.84/hr

Locum NP: \$84.17/hr

Established in 1969, REACH is a non-profit, community-governed organization with a history of primary care innovation and a commitment to equality and social justice in East Vancouver. We have a multidisciplinary approach to care within our medical, dental, pharmacy, multi-cultural family centre and an Urgent & Primary Care Centre (UPCC). We are committed to providing inclusive, accessible and sustainable programs and services to support the physical and mental health and well-being of our community and individuals within it.

The REACH UPCC will provide triage and delivery of urgent primary care services to any patient who presents themselves during the hours of operation. This program provides urgent primary care to any individual who needs it 8am-10pm Monday to Saturday and 9am-5pm on Sundays regardless of whether they are attached to another primary care provider for longitudinal care. While the emphasis is on urgent primary care, REACH UPCC strengthens our existing commitment to the social determinants of health as a foundation for patient care. We are also developing ways of connecting patients to care in the evolving Primary Care Network surrounding the REACH UPCC so that it functions as a hub and integrator in the network.

Position Summary

The Nurse Practitioner (NP) will be providing urgent primary care in the REACH UPCC within a team based care model. Nurse Practitioners working in the REACH UPCC will be expected to manage the entire range of acute primary care problems usually presenting to a family physicians office, including minor procedures such as suturing wounds, splinting injuries and responding to acute psychiatric or substance withdrawal scenarios. They will be comfortable with resuscitating and stabilizing a patient whose acute medical needs exceed the capability of the unit while awaiting transfer to an emergency room

While the Nurse Practitioners will work along side and together with Family Physicians, it is expected that NP's will form the mainstay of continuity of care and service provision in the REACH UPCC with a larger pool of physicians providing more episodic sessional service. As such the NP will have added responsibilities in maintaining safe systems of follow up care for patients seen previously by both NP and physicians no longer on site when the results of further investigations become available.

Nurse Practitioners, along with physicians will lead and empower the team creating the REACH UPCC. They will help plan service delivery to ensure work is satisfying and effective from the perspective of the Practitioner, the participants and the organization.

The NP will provide client and family-centered care through a trauma-informed approach and evidence-informed practice. They will be expected to provide professional guidance to other health professionals in the team and participate autonomously as a member of the interdisciplinary health team. They will be responsible for empowering and supporting the team to make decisions, creating a highly engaged team. They will unlock the full potential of employees by providing consistent feedback that will inform

evaluation framework. Will have the opportunity to work flexible hours, on evenings and weekends. This position is accountable to the Medical Director and the Executive Director.

Responsibilities

Primary Care services including but not limited to:

- Provide team-based care along with an interdisciplinary team
- Consult on history and physical examination, review of x-rays and laboratory findings and written reports.
- Provide appropriate care for the patient's conditions as traditionally and/or historically expected for the service rendered;
- Provide immediate treatment for minor fractures and other minor injuries requiring splinting and/or suturing
- In collaboration with the team, screen and manage substance abuse and addiction, including support for Opioid Agonist Therapy, and harm reduction strategies such as Take Home Naloxone.
- Together with physician colleagues, lead and participate in resuscitation and stabilization of acutely unwell patients requiring transfer to hospital
- Together with physician colleagues, share the management of acute substance withdrawal and psychiatric emergencies.
- Participate in and maintain a safe team based system of follow up on abnormal and critical results of further investigation.

Discuss with and provide advice and information to the patient or the patient's representative regarding the patient's conditions and recommended therapy;

Consult with other physicians/ health care providers, when required for patient care;

All other direct patient care activities normally provided by a Nurse Practitioner

Clinical administrative service including but not limited to:

- Arrange for related assessments, procedures and/or therapy as may be appropriate, and interpret the results;
- Participate in peer, program and self-review to evaluate the outcome of the services at the client, community and population level.
- Develop and implement population and evidence-based strategies to improve health and participate in policy-making and quality improvement activities that influence health services and practices.
- Make and maintain an adequate medical record of encounters
- Arrange for follow-up care; referring to different resources as needed.
- Is responsible for own professional development, maintain competence in the position, and maintain privileges as active medical staff as required and patient safety within the Regional Department of Nurse Practitioners.

Team and centre activities:

- Assist with developing and leading clinical and operational workflows within the REACH UPCC
- Participate actively in staff meetings.
- Participate in the overall activities of the health centre, such as in-service training, committees, special events and shared staff responsibilities.
- Communicate clearly, listen accurately, be open to feedback, handle conflict appropriately, and display sensitivity to others.

- Collaborate well with others, promote cooperation and teamwork.
- Participate in REACH's commitment to becoming discrimination free and an inclusive health centre and promotes a healthy lifestyle.
- Maintain the reputation and confidentiality of the health centre and its clients at all times.
- Adhere to all applicable REACH policies and procedures.

Qualifications

- Current registration as a Nurse Practitioner with the College of Registered Nurses of British Columbia (CRNBC).
- Recent relevant clinical Nurse Practitioner or prior Registered Nurse experience
- Current CPR-HCP Certification essential
- Training and experience in the delivery of Opioid Agonist Therapy or willingness to obtain same shortly after starting post essential

Skills

- Current Advanced Life Support and Pediatric Life Support and/or Emergency Medicine experience desirable
- Ability to function and work cooperatively as a member of an interdisciplinary team and with members of the community.
- Demonstrates skill in provision of evidence based, ethical, culturally safe and appropriate care to all patients, and to communicate effectively.
- Demonstrates a commitment to the social determinants of health being the foundation for providing care.
- Commitment and ability to implement REACH's strategic goals, mission, vision and values.
- Ability to communicate effectively with adults and children of different ethnic and socio-economic backgrounds on the subject of medical health and related matters.
- Awareness of the impact of colonization on Aboriginal peoples and understanding of cultural competency as a care provider.
- Prior rural/remote working experience desirable.
- A background in working with youth, mental health, addictions, fragile families, refugees and frail elderly desirable
- Ability to speak more than one language an asset.
- Familiar with OSCAR as an EMR an asset.
- Experience or training in delivering medical education an asset
- Experience or training in leadership and change management an asset
- Experience or training in primary care research and policy an asset