



**WINNIPEG REGIONAL HEALTH AUTHORITY
POSITION DESCRIPTION (Non-Management)**

INCUMBENT: **DATE:** **August 16, 2007**

POSITION TITLE: **Nurse Practitioner** **CLASS:** **H65**

DEPARTMENT: **UNION:** **Out of Scope**

SUPERVISOR'S TITLE:

SUPERVISORY RESPONSIBILITIES:

EDUCATION:

Masters of Nursing, Nurse Practitioner Stream or equivalent educational preparation as approved by CRNM

EXPERIENCE:

To be determined. State any clinical experience that is required/considered to be an asset for the position.

OTHER:

- Demonstrates effective oral and written communications skills.
- Knowledge of computer systems; word processing and email applications
- Ability to work independently and take initiative
- Ability to perform independently and as a member of the health care team.
- Demonstrates leadership ability
- Ability to adapt quickly to changing situations.
- Ability to function in a demanding and stressful environment.
- Demonstrates effective conceptual, organizational, interpersonal, critical thinking/problem-solving and decision-making skills.
- Ability to plan, manage and implement change effectively.
- Ability to foster inter-personal relationships including effective negotiation and conflict resolution
- Demonstrates effective group facilitation skills
- College of Registered Nurses of Manitoba Standards of Practice for Registered Nurses on the Extended Practice Register
- Canadian Nurses Association Code of Ethics for Registered Nurses
- Scope of practice as documented in the Registered Nurses Act

- Advanced nursing care knowledge related to health assessment, diagnostics, pharmacotherapeutics and invasive and minor surgical procedures
- Regional/Facility/Unit policies, procedures, protocols, and guidelines.
- Personal Health Information Act (PHIA), Protection of Persons in Care Act, Mental Health Act, Workplace Hazardous Material Information System (WHMIS), Principles of Routine Practices (Universal Precautions) and other legislated acts
- Principles of collaborative practice
- Roles and responsibilities of members of the health care team

LICENCES, REGISTRATIONS:

Nurse practitioners have the authority to provide extended practice nursing care if they are competent to provide that care, the care is endorsed in the practice setting and is within the scope of nursing practice as defined by the CRNM.

Responsible to maintain and provide proof of active registration on the RN Extended Practice (EP) Register of the CRNM.

I. MAIN FUNCTION:

Under the general direction of XXXX, as part of the multidisciplinary team, the NP:

1. Applies advanced nursing and medical theory to the provision of clinical care, autonomously ordering and interpreting diagnostic tests, prescribing pharmacologic agents and performing minor invasive procedures.
2. Applies current/relevant nursing and medical theory, which allows for contribution to knowledge, development and involvement in advancing the nursing profession.
3. Incorporates medical knowledge and advanced nursing knowledge; integrates this knowledge and experiential base into clinical practice.
4. Demonstrates competence to practice autonomously in the implementation of strategies to promote health and prevent illness, is proficient in planning, implementing and evaluating complex care, and demonstrates competence to teach others.
5. Provides for problem solving among staff or between staff and patients/residents/clients and with physicians and multidisciplinary team.
6. Applies skills in consultation, collaboration and systems management in providing effective care.
7. Complements physician services in the delivery of comprehensive health care.

II. POSITION DUTIES AND RESPONSIBILITIES:

Direct Comprehensive Care

- Performs advanced comprehensive and focused health assessments. Synthesizes health assessment information and uses critical thinking and decision making to identify health

concerns and risks, normal and abnormal states of health and formulate differential diagnoses.

- Orders appropriate screening and diagnostic investigations and interprets reports of these investigations based on sound clinical reasoning, scientific evidence and critical thinking.
- Communicates with patients/residents/clients about health findings and discusses outcomes and prognoses
- Collaborates with patients/residents/clients and, where applicable their families and other members of the health care team to share decision making and set priorities for the management of diseases, disorders or conditions.
- Determines and prescribes treatments based on theory and evidence based practice for the specific client population and assists patients/residents/clients to incorporate treatment plan into their daily lives.
- Continually monitors, with patient/resident/client, the response to the chosen plan of treatment and makes adjustments as indicated
- Uses sound clinical reasoning skills and established outcome criteria to evaluate initial and ongoing outcomes of the plan of care, including consultation/referral, and revises plan of care based on findings of evaluation.
- Documents clinical care in a timely, accurate and relevant manner.
- Assesses, diagnoses, manages and evaluates health/illness concerns of the patients/residents/clients within the context of the patient/resident/client's experience and determinants of health. Applies accepted theories of family dynamics, interactions and role expectations while managing the care of individuals and families.
- Applies principles of pharmacology in selecting and prescribing drugs for as part of treatment plan. Monitors and discusses with the patient/resident/client their response and adherence to drug therapy and makes changes necessary to achieve the desired affect.
- Uses health teaching principles when prescribing, educating and supporting patients/residents/clients in recommended drug use.
- Carries out advanced therapeutic interventions, such as minor surgical and invasive procedures, essential for clinical management.
- Coordinates and facilitates care by liaising with other health care providers, agencies and community resources.
- Provides counseling and education to patients/residents/clients and their families.
- Demonstrates cultural competence, making resources available to those from diverse backgrounds.
- Recognizes the ethical issues inherent in the delivery of health care and facilitates client decision making about their health.
- Acts as a clinical expert/resource to establish, maintain and improve patient/resident/client care delivery.
- Demonstrates expert skills in the formal and informal consultation with nursing and all disciplines.
- Provides specialized knowledge regarding patient/resident/client/family problems and practice issues through consultation with physicians, nurses and other members of the health care team, patient/resident/clients and their families.
- Determines the need for health promotion and primary and secondary prevention strategies for individuals, families and groups and implements same.

- Collaborates with clients, interdisciplinary teams, and community members in assessing health promotion and illness prevention needs of clients, families and community outcomes.
- Uses a population health, community development approach in planning, developing and implementing health promotion and illness prevention and health management strategies/programs.

Research

- Identifies and/or develops research questions.
- Participates and contributes to research relevant to practice.
- Critically analyzes research literature and applies relevant research to practice.
- Integrates evidence based nursing, medicine and critical inquiry into practice.
- Facilitates utilization of research findings in clinical practice by all health team members.

Education

- Participates in professional development of nursing peers and other health professionals.
- Identifies learning needs of various care providers and contributes to the development of educational programs/resources to assist them to identify, prioritize, and provide quality care for defined populations.
- Provides clinical supervision, education and mentoring for graduate nursing students, medical interns and residents.

Publication and Professional Leadership

- Disseminates specialty knowledge of research findings through presentation and/or publications at local, regional, national and international level.
- Explains and promotes the role of nurse practitioner to patients/residents/clients, the public and other health care professionals.
- Participates in committees to develop policy and procedures that promote NP practice within a collaborative practice model.
- Models collaborative practice among team members.
- Acts as a resource person, educator, role model, advocate and/or mentor for students, health care professionals and the community.
- Provides leadership to promote analysis of key issues and participates in a broad range of policy making activities to influence practice, health services and healthy public policy.
- Demonstrates leadership skills, expertise, and in-depth knowledge bases consistent with advanced nursing practice.

Support of Systems

- Participates in strategic planning to support the implementation and evaluation of advanced practice nursing in area of specialty.
- Provides support to individuals, families, groups and communities for the development of programs and services, which reflect their health needs and priorities.
- Provides consultation to other health care institutions, educational institutions, and policy makers regarding the delivery of quality patient/resident/client care.

- Provides consultation to community groups and patient/resident/client populations regarding health care issues within area of expertise.

Other Responsibilities

- Develops and implements an education plan to maintain clinical competency.