# Norfolk Family Health Team

**105 Main Street**
**Delhi, ON N4B 2L8**
**Phone: (519) 582-2323**

## EXTERNAL POSTING – NURSE PRACTITIONER RN (EC)
## (2.0 Full-time [37.5 hrs/week])
### Norfolk Family Health Team Programs

Housed within the Centre, the Norfolk Family Health Team (FHT) is a leading provider of quality health care and transformative support to people who face social, economic, and other systemic barriers. This is done through primary health and chronic disease services; health promotion and education; outreach and social supports; and mental health services. Individuals have access to family physicians, nurse practitioners, registered nurses, social workers, medical office assistants, registered dietician, occupational therapist, kinesiologist, and pharmacist. Supporting individuals who are accessing their primary healthcare through the Norfolk Family Health Team (FHT), in addition to supporting the broader community, a pharmacy, community lab and ultrasound services are available on site, as are a variety of other community services intended to enhance the overall health and wellness of men, women, children and families.

An immediate need exists for two (2) Nurse Practitioners. The Nurse Practitioners will be working out of the Delhi site. The successful candidate must be available to work days and some evenings with the flexibility to cover additional shifts as required. Please note the schedule and hours of work may change due to operational requirements.

**We believe in work-life balance and offer:**

- A competitive salary
- Membership in Healthcare of Ontario Pension Plan (HOOPP)
- Flexible Work Schedule

**General Overview:**

The Nurse Practitioner with the *International Agriculture Workers Program* works in the capacity of the site-specific Coordinator and alongside of the interprofessional primary care team, completing intake and initial assessment, liaising with referring physicians and other community health and social service agencies, ensuring all patient care plans are in place. There will also be a focus on improving access to health care, guidance, and education. Our program

are on-site clinics where people can be seen by a health-care provider for health concerns concerns, rather than visiting the emergency department.

**Responsibilities:**

The Nurse Practitioner:

- Completing the initial intake and assessment and supporting the development of the patient plan of care
- Responsible for facilitating system navigation and liaising with referring physicians and community health and social service agencies, which are part of the patient plan of care, to ensure effective and timely communication and continuity of patient care
- Facilitate client referrals to appropriate internal and external health and social services, including diagnostic services, support programs, and community-based health agencies
- Conduct assessments using specific list of recommended preventative interventions and risk assessment
- Determine the need for, order, perform and review diagnostic tests
- Employ critical thinking, evidence-based medicine, and best practice as frameworks for practice
- Perform special tests such as phlebotomies and prepare specimens for transportation and testing
- Provide health education and health promotion that are responsive to client needs
- reports to the coordinator and works closely with other members of the interprofessional primary care team
- Participate in quality improvement initiatives
- Attend all relevant planning meetings and support with clinical flow
- is responsible for prescribing medications, in consultation with the pain management physicians and in accordance with the patient care plan and associated goals
- is responsible for assessing potential side effects from prescribed medications and/or long-term opioid use, ordering relevant diagnostic tests and diagnosing complications

**Requirements:**

- Master's Degree in Nursing
- College of Nurses of Ontario: Registered Nurse Certificate of Competence with Extended Class
- Current Basic Life Support for Healthcare Providers course: BLS-HCP(C); ACLS preferred
- Current member of Nurse Practitioners' Associate of Ontario (NPAO) through Registered Nurses Association of Ontario (RNAO) preferred
- Current certification and maintenance of CPR for Health Care Providers

- Working knowledge of acts, legislation, and professional standards that govern nursing practice including the Personal Health Information Protection Act (PHIPA), Regulated Health Professions Act (RHPA), and College of Nurses of Ontario (CNO) Standards and Guidelines
- Nursing care knowledge related to primary care, community health, and chronic disease management
- Understand the social determinants of health and their impact on newcomer and migrant communities, homeless or underhoused individuals and members of 2SLGBTQ communities
- Experience/interest in working with communities facing barriers to accessing health care due to poverty, social isolation, homelessness, homophobia/transphobia, racism, classism, mental health and/or substance use challenges
- Demonstrated ability to work effectively within a multidisciplinary team
- Solid interpersonal and crisis intervention skills
- Effective organizational, critical-thinking, problem-solving, decision-making and communication skills.
- Experience and comfort working with an electronic medical record (EMR)
- Comfortable using Remote Interpretation Ontario (RIO) phone interpretation line during client assessments
- Proven ability to problem solves effectively and independently
- Working knowledge of Microsoft Office suite, including Word, PowerPoint, and Microsoft Teams is an asset
- Experience with health program planning, implementation, and evaluation is an asset
- Ability to maintain professional practice regarding commitments to colleagues and clients, pertinent legislation, evidence-based standards of care and professional standards of practice
- Experience in and/or familiarity with rural medicine an asset

**To apply:** Please forward a cover letter and resume to Roxanne Pierssens-Silva, Clinical Services Manager by email at, roxanne@norfolkfht.ca. Applications will be accepted until Friday, April 3rd, 2023.

The Norfolk Family Health Team is dedicated to building an organization that reflects the diversity of our clients and the communities we serve. This includes diversity in languages spoken, culture, race, sexual orientation, and gender identity. Requests for accommodation due to disability can be made at any stage in the recruitment process. We thank all applicants for their interest but only those selected for further consideration will be contacted.