

Title: Nurse Practitioner

Department: Addiction Care

Hours of Work: Full-Time Position; Day Shifts

Pay Band: \$67.07 - \$76.29 per hour

Union: ONA

Location: Kingston General Hospital Site (Substance Treatment and Rehabilitation Team)

INTRODUCTION:

Nurse Practitioner (NP) at Kingston Health Sciences Centre, work within a professional practice model (PPM)* encompassing five domains that embody the characteristics of Benner's** nursing framework, MAGNET*** attributes and those of a life-long learning organization****. The five domains of the professional practice model are: 1) care delivery system, 2) leadership approach, 3) professional relationships, 4) professional values, and 5) organizational and professional development. In addition, APN/NPs practice within the national framework for Advanced Practice Nursing, delineated by the Canadian Nurses' Association in 2000.¹

PPM: a value driven system, allowing the nurse an opportunity to provide excellent client care through a collaborative, multidisciplinary approach

Benner Nursing Framework: based on a "novice" to "expert" practice with movement along the continuum from a reliance on abstract principles to the use of past experience, expertise, and intuitive grasp

MAGNET Organization: recognizes and supports effective nursing leadership, a professional practice environment, and collaborative relationships with physicians and other healthcare professionals

Life-long Learning Organization: supports ongoing education, excitement about learning, and an encouragement to explore alternate ways of competent and effective practice.

POSITION SUMMARY:

Nurse Practitioner (NP) are recognized for their expertise in a specialized area of practice. Nurse Practitioners ensure the deliberate, purposeful and integrated use of in-depth nursing knowledge, research and clinical expertise. It also involves integration of knowledge from other disciplines into the practice of nursing. Nurse Practitioner (NP) have the depth and breadth of knowledge required to provide a range of strategies to meet the complex needs of clients. They influence the practice of nurses by facilitating the integration of research-based knowledge into practice. They are involved in planning, coordinating, implementing, and evaluating programs to meet client needs through partnerships and intersectional collaboration. Their practice reflects substantial autonomy and independence with a high level of accountability. In addition, the APNs/NP may include activities in their practice that have been traditionally considered outside the scope of nursing practice. They fulfill the requirements for reflective practice mandated by the College of Nurses of Ontario regulatory body.

The Nurse Practitioner (NP) working in Mental Health & Addiction Care will support the Substance Treatment and Rehabilitation Team (START), the Detoxification Centre, and represent Addiction Care across all sites as the program looks to push addiction related concerns across the organization. They will utilize their advanced nursing knowledge and skill in addictions to direct and provide optimal care to patients for specialized mental health and addiction related assessment and treatment. The NP will conduct rapid physical/medical assessments; mental health and addictions risk assessments, and stabilization of clients, in addition to providing the full scope of nursing care to patients through all stages of withdrawal and treatment. This position will practice at a high level of autonomy within a collaborative practice, and will formulate clinical decisions and development of a patient care plan. The ideal candidate is passionate about mental health and addictions care and working in a fast-paced and developing clinical environment where roles and responsibilities are continually evolving to better meet the needs of our patients.

PRIMARY RESPONSIBILITIES & DUTIES:

Care Delivery System Responsibilities

- Develops and uses multiple assessment strategies within a client-centered nursing framework for individual clients and the client population.
- Discriminates and makes qualitative/quantitative distinctions from multiple sources of data, often in ambiguous and complex situations, when making clinical decisions.
- Demonstrates an in-depth understanding and analysis of the complex interaction of presenting sociological and biophysiological processes, determinants of health and clients' lived experience.
- Draws on experiential knowledge and a body of current knowledge about the client population to predict, anticipate and explain the wide range of client responses to actual or potential health problems.
- Uses critical thinking and synthesis skills to guide decision-making in complicated, unpredictable and dynamic situations.
- Uses multiple interventions (e.g., interpersonal, teaching, coaching, counselling, technological, pharmaceutical) to influence client health status and quality of life.
- Coordinates the plan of care and mobilizes client and other resources to achieve integrated and comprehensive health care.
- Advocates with or on behalf of clients, nurses and other interdisciplinary team members to improve and enhance health care for individuals and the client population in the practice area.
- Monitors, evaluates and documents outcomes of decisions and interventions.
- Uses clinical exemplars to generate new knowledge and develop new standards of care, programs, and policies in the practice area.
- Develops and implements medical directives, in collaboration with the program medical director, for specific clinical activities such as medication titration or the ordering of diagnostic procedures.
- Develops protocols for, and provides nursing care via telephone or other virtual methods to clients known to the program.

Leadership Approach Responsibilities

- Develops innovative approaches for complex practice issues and evaluates programs.
- Participates and provides leadership on intra- and interdisciplinary committees related to the development of policies and procedures, education or research in the practice area.
- Provides leadership in professional activities and professional development.
- Has a vision for nursing practice within the context of the health care system.
- Provides consultation to both colleagues and clients.
- Acts as a mentor to nursing colleagues and others to improve and support nursing practice.
- Interprets and organizes data obtained through information and communication technologies into information to affect nursing practice and combines information to contribute to knowledge development in nursing.

Professional Values

- Committed to providing evidence-based practice.
- Identifies and initiates research relevant to practice as the primary investigator or as a collaborator with other members of the health care team or community.
- Disseminates and facilitates the implementation of recent innovations and research findings relevant to nursing practice and client outcomes.
- Applies a broad range of theories and relevant research to clinical practice.
- Evaluates present practice at the individual and system levels in light of current research findings.
- Interprets research findings and shares relevance to clinical practice.
- Engages clients and other team members in anticipating, discussing and resolving moral, ethical and legal issues relevant to client care at individual and organizational levels.
- Committed to the values of the profession of nursing.

- Carries out role in a way that embodies the mission and values of the hospital.
- Supports the hospital system to address ethical issues within nursing and the organization.
- Protects and promotes the rights of clients and families.
- Provides clients and families with access to valid information related to care.
- Maintains privacy, confidentiality, and security of client, staff and organizational data.
- Advocates for clients and families as the major decision-makers with respect to their care.
- Respects the well-being, beliefs and wishes of others.
- Ensures informed and voluntary consent to care, treatment and participation in research.

Professional Relationships

- Communicates effectively with the client and members of the health care team.
- Respects the practice and knowledge of other members of the health care team.
- Shares decision-making with clients and health care team members.
- Demonstrates knowledge and skill in conflict resolution including the ability to analyze, manage and negotiate conflict.
- Understands and applies theories related to group dynamics, role and organizational theory.

Organization and Professional Development

- Develops professional relationships with appropriate community resources/individuals, offering consultation services, information and education as indicated.
- Contributes to and participates in quality improvement processes.
- Demonstrates an understanding of the legislative and socio-political issues that influence decision-making and develops strategies to influence health outcomes and health policies.
- Educates other nurses, health professionals and clients about the link between nursing interventions and outcomes in order to effect health care changes.
- Participates in the systematic, interdisciplinary and ongoing evaluation of programs, processes and desired client-centered outcomes.
- Develops professional partnerships with the School of Nursing, and participates in the education of undergraduate and graduate students.

The above statements reflect the general duties considered necessary to describe the principle functions of the position as identified and shall not be considered as a detailed description of all the work requirements that may be inherent in the role.

BASIC QUALIFICATIONS:

- Current registration in good standing with the College of Nurses of Ontario as a Registered Nurse in the Extended Class (Proof of registration required).
- Baccalaureate Degree in Nursing from an Ontario University or equivalent.
- Masters or Doctoral degree in nursing with a clinical specialty from a Canadian University or equivalent.
- Minimum of two years of community/hospital health care experience.
- Experience in Mental Health & Addiction medicine.
- Successful completion of the Prescribing Narcotics and Controlled Substances course (copy of certification required).
- Current certificate in cardiopulmonary resuscitation (CPR) at the health care provider level.
- Current Non-Violent Crisis Intervention Training Certificate within the last 2 years.
- Proven good attendance.
- Current Vulnerable Sector Check within past 3 months.
- This job posting is subject to the provisions of the Attendance Management Policies. Please refer to the Attendance Management policies for more information (policies can be found on the KHSC Intranet site).
- Satisfactory criminal reference check and vulnerable sector search required.

DESIRABLE QUALIFICATIONS:



- Psychiatric Nursing Certification.
- CNA Certification or equivalent where appropriate for clinical area.
- Minimum of two years recent (within last 5 years) NP experience in a Mental Health and Addictions setting.
- Completion of any formal opioid substitution treatment course.
- Practical experience in prescribing Methadone and Suboxone.
- Experience with or knowledge of dual diagnosis & concurrent disorders.
- Valid Ontario driver's license, relevant vehicle insurance and access to a reliable vehicle.
- Knowledge of French or another second language.
- Experience in project planning and evaluation skills.

PHYSICAL REQUIREMENTS:

The physical demand will vary dependent on the specific unit or service. The incumbent will be required to meet the physical demands described for that unit of services.

KHSC is located on the ancestral lands and waters of the Anishinaabeg and Haudenosaunee and serves a wider geographical area that encompasses many Indigenous communities including Tyendinaga, Katarokwi, as well as communities within the Weeneebayko Area Health Authority. As we partner in care, discovery, and learning to achieve better health outcomes for our communities, KHSC is committed to actively advocating for and acting upon the Truth and Reconciliation Committee's Calls to Action on Health.

Unless specifically stated, all job postings are for existing positions at KHSC. KHSC is committed to recruitment practices that support and contribute to building a respectful, diverse and inclusive workplace in compliance with legislation such as the Employment Standards Act and Accessibility for Ontarians with Disabilities Act. We welcome all applications from women, racialized persons, persons with disabilities, Indigenous Peoples, persons in the 2SLGBTQIA+ community, and members of other equity deserving groups.

Kingston Health Sciences Centre may use artificial intelligence systems to assess and screen applicants. All hiring decisions are made in accordance with KHSC policies and applicable employment legislation.

We thank all applicants, but only those selected for next steps will be contacted. Kingston Health Sciences Centre is committed to inclusive and accessible employment practices. If you require an accommodation to fully participate in the hiring process, please notify the Recruitment Team.