



Victoria
Health
Co-operative

Full-time or Part-time Employment Opportunity
NURSE PRACTITIONER
Victoria Health Co-op

Position: Nurse Practitioner, full-time or part-time opportunity

Location: Victoria Health Co-operative, Victoria, BC

The Victoria Health Co-operative (VHC) operates in accordance with the co-op definition, values and principles and the objectives of Community Health Centres <https://www.victoriahealthcooperative.com/about/>. The VHC is unique; we provide our services through the facilities of several collaborative organizations.

We are delighted to be initiating a new Nurse Practitioner (NP) program located in one (if part-time) or more locations in Victoria. The goal of this project is to serve individuals currently without a primary care practitioner who currently rely on walk-in clinics, the emergency room (ER) or, frequently, just forego getting the advice or treatment they need. In compliance with the Canada Health Act, membership in the Co-op will not be a requirement for their access to the NP program.

The Nurse Practitioner will provide reliable, continuing Primary Health Services as part of an interdisciplinary community health care / medical program aimed to:

- Improve health outcomes for patients
- Reduce exacerbations of chronic medical conditions
- Reduce ER visits and hospital admissions
- Encourage patients' understanding and confidence in enhancing and maintaining their own well-being
- Strengthen our existing community wellness outreach programs

We wish to provide a satisfying and enjoyable work environment and work-life balance for our NP and other personnel. As this position is new and unique to the Co-op, we will work with the incoming NP to further determine the logistics of the position. Reporting to the Board of Directors and its Health Advisory Team, the NP will be a co-leader in creating this innovative approach to co-operative health care. This will include working with, and support by, leaders of the VHC and Creating Community Wellness Society (CCWS) to:

- Consult and collaborate with team members, including our Wellness Practitioners and our leaders in Health and Wellness education, to develop and deliver health services and education programs in our community
- Design work schedule
- Co-select administrative and/or clinical personnel as required
- Guide office set up including technology
- Establish relationships for referrals
- Develop policies and procedures
- Attach a full roster of patients
- Develop an impact assessment program and regular reports

Roles and Responsibilities:

- Perform comprehensive health assessments using sound clinical, judgment, diagnostic and therapeutic skills.
- Practice autonomously, and be solely accountable for his/her actions while practicing.
- Consult with other health care professionals when the client's condition requires care beyond the scope of NP practice.
- Make appropriate medical employment limitation recommendations in accordance with the Surgeon General's guidelines.
- Prescribe medications and order x-rays, ultrasounds, and lab tests in accordance with the Standards of Practice for Nurse Practitioners of the British Columbia College of Nursing Professionals.
- Implement strategies to promote health and prevent illness with individuals, families or groups.
- Collaborate on the management of patients with stable chronic illnesses (such as diabetes, hypertension, dyslipidemia and asthma) through a predetermined referral process.
- Refer patients to other providers or programs according to their needs.

- Assume responsibility and accountability for own professional development, educational or consultative assistance when appropriate.

Education, Training and Experience Requirements:

- Completion of an accredited NP program with Master of Nursing or recognised equivalent.
- Current registration as a Nurse Practitioner with the British Columbia College of Nursing Professionals (BCCNP).
- Successful completion of the Objective Structured Clinical Examination (OSCE) required.
- Recent, relevant experience as a primary care NP is preferred.
- CPR/AED Level C certificate.
- Hold a valid BC Driver's License with a clean driving record.

Skills and Abilities:

- Ability to apply outstanding leadership, communication, and problem-solving skills as an effective team member.
- Demonstrated interpersonal skills to promote co-operation among the professional practitioner network.
- Ability to manage time and resources, promote staff morale and co-operation.
- Ability to perform the full scope of NP duties and responsibilities, responsible and accountable for the comprehensive assessment of patients and clients including diagnosing diseases, disorders and conditions, initiating treatment including health care management, therapeutic interventions and prescribing medications in accordance with the statutory and regulatory standards, limits and conditions, and employer policies and procedures.
- Ability to communicate and collaborate with clients and families about health findings, diagnosis, treatment and prognosis and to encourage patient understanding and self-directed care planning, and support patient – centered, comprehensive, holistic, and culturally safe primary care.
- Ability to collaborate, consult and formally refer patients to other health professionals when appropriate.
- Ability to self-direct, interact and adapt effectively with other professionals in complex, dynamic situations.
- Ability to identify and respond appropriately to legal and ethical issues that may arise in patient care.
- Ability to collaborate with clients and other health professionals to identify and assess trends and patterns that have implications for clients, families and communities; 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.
- Ability to transfer knowledge, teach, coach and mentor others and to plan, implement and evaluate program change.
- Ability to self-assess performance, participate in peer, program and self-review to evaluate the outcome of services at the client, community and population level, and to plan, implement and evaluate program change.
- Knowledge and experience with Microsoft Office programs.
- Experience with the ability to organise and maintain client health records with an EMR.
- Physical ability to carry out the duties of this position.

If this opportunity to institute and establish quality NP services in a dynamic and co-operative practitioner network sounds like an ideal role for you, **here are more reasons** why you should apply:

- Attractive and competitive remuneration
- Flexible hours and days of work
- Dedicated support team
- Relocation assistance if required

Posting Date: 17th Nov, 2019

Contact: Vanessa Hammond, Chair, Victoria Health Co-operative hr@victoriahealthcoop.com or chair@victoriahealthcoop.com