

Licensed Practical Nurse (0.5 FTE) South Shore Medical Clinic – Brooks, AB

0.5 FTE (approximately 18.75 hours per week)

Location	Brooks, AB – South Shore Medical Clinic working with Nurse Practitioner Melanie Snider.
Program Overview	<p>Working under a physician-led collaborative care model, Palliser Primary Care Network (PCN) health professionals work in physician clinics providing comprehensive health care to patients experiencing chronic disease. The composition of specific teams in each clinic is dependent on the primary health care focus of that physician or clinic.</p> <p>The PCN offers a competitive salary, excellent hours of work, paid vacation and personal days, RRSP contribution and a health flex spending account. Education and training are also high priorities.</p>
Position	<p>This is a permanent part-time position. The LPN's major focus will be to enhance effective management of patients living with chronic diseases such as hypertension, chronic heart failure, atrial fibrillation, dyslipidemia, diabetes, chronic obstructive pulmonary disease, asthma, obesity, osteoporosis and various mental health issues. Consistent with the principles of primary care, the LPN will provide comprehensive health care with an emphasis on healthy living, illness prevention (primary and secondary), health education, chronic disease management and clinical intervention within the scope of nursing practice.</p>
Reports To	Nurse Practitioner and PCN PMH Optimization Director
Education	LPN- Please see below
Experience	<ul style="list-style-type: none"> •Minimum of 3 years of directly related experience in a primary health care, community health nursing, northern nursing and/or ambulatory care nursing, with an emphasis on primary care services (primary and secondary prevention, intervention, and maintenance/support). Other nursing experience will be considered. •Demonstrated clinical skill in physical examination and nursing intervention. •Demonstrated commitment to interdisciplinary teamwork. •Proven commitment to, and knowledge of, primary care and community health. •Experience with mental health counseling would be beneficial. •Experience with chronic disease education and management.
Skills	Successful candidates will have a proven ability to work effectively within a team environment as well as independently, demonstrate empathy, provide continuity of care, possess excellent organizational skills and maintain a flexible schedule
Application	<p>Interested candidates are invited to send resume and cover letter to the attention of:</p> <p>Hiring Manager Palliser Primary Care Network Suite 104 – 140 Maple Ave SE, Medicine Hat, AB T1A 8C1 Tel: 403.580.3825 ext. 226 Fax: 403.580.3825 Email: careers@palliserpcn.ca</p> <p><i>Only those applicants selected for an interview will be contacted. All others are thanked in advance for their interest.</i></p>

Job Description

(A) Position Identification:

Title: Primary Care Licensed Practical Nurse

Supervisor: Primary Care Physician and Primary Care Network PMH Optimization Director

(B) Position Summary:

- Consistent with the principles of primary health care, provides access to basic health care within the scope of LPN practice for individuals experiencing stable chronic health problems.
- Working with other multidisciplinary team members, the LPN provides basic health care with an emphasis on healthy living, illness prevention (secondary), health education, chronic disease management, and clinical intervention within the scope of LPN practice.
- In collaboration with a physician follows a health plan with clients and evaluates success in meeting this plan.
- Provides ongoing service coordination and links clients with Alberta Health Services and other community resources.
- Adopts a long-term approach to client care consistent with the philosophy of family-centered nursing and as a means of ensuring continuity of care for the client.
- The LPN is involved in all aspects of the Primary Care Network including, implementation, education, research and evaluation.

(C) Key Duties & Responsibilities:

- 1. Initial Assessment with Each New Client (Range of 30 – 60 minutes) 35%**
 - Conducts basic initial client assessments on referred clients, including updating the health history (medical, presenting condition/problem, functional abilities, social context, cultural well-being, emotional, individual coping strategies, support systems, value systems), and completes basic physical examination.
 - Implements individual health plans, developed by physician, with a focus on illness prevention and health education.
 - Identifies stages of change.
 - Employs health promotion and health education strategies to support behavior changes conducive to health (e.g. smoking cessation, weight management, psychological distress, and adherence to recommended lifestyle changes).
 - Presents individualized lifestyle education to clients and their support system. Utilizes adult learning principles, best practice guidelines, and a variety of audiovisual aids into presentations. Acquires, written education resources to distribute to clients and their support system.
 - Acquires and maintains a comprehensive understanding of health/social services and referral processes, including diagnostic services, specialists, hospital care, rehabilitation and support programs, educational programs and community based health agencies. Refers to Alberta Health Services and other community programs as appropriate and acceptable to the client and Primary Care Physician.
 - Documents the assessment, care plan, intervention, and evaluation for client care.
 - Communicates, collaborates and works cooperatively with the Primary Care Physician, other involved health care providers, the client and support system towards achievement of mutual goals and quality client care.
- 2. Client Follow-up Visits (Range of 20 – 30 minutes) 50%**
 - Applies recognized guidelines and best practices to screening, monitoring, and nursing assessment of clients' physical and emotional well being.
 - Supports the client to follow through on prescribed medical interventions, diagnostic testing and other health care interventions. Identifies and, within the scope of LPN practice, manages chronic illness related conditions (e.g. hypertension, diabetes).
 - Engage and motivate the client in secondary preventive activities and self-care. Encourages maximum independence and accountability for self-care according to the clients' capacity.
 - Supports the client to find personal balance in adjusting to the developmental stages of living with optimal dignity and self-determination.
 - Initiates or participates in client case conferences in order to ensure coordinated services.
 - Monitor client compliance with risk reduction plans and/or self care. Deviations from the care plan and/or exacerbation in the clients' condition are reported to the family physician for follow-up.
- 3. Data Entry 10%**
 - Using computerized and/or paper systems tracks client assessments and outcomes.
 - Completes monthly stats and reporting as outlined by the PCN Education and Clinical Supervisor.
 - Prepares and completes client documentation and discharge summaries.
 - Schedules client appointments, and enters statistics.
 - Liaisons with Alberta Health Services and various community health care providers regarding client care and referrals.
 - Participates in program and patient quality improvement practices.

4. Education

- Participates in continuing education of Primary Care Network staff regarding primary care of chronic health conditions.
- Acquire and maintain expertise, within LPN scope, in the management of chronic diseases, consistent with national guidelines and best practices.
- Acquire and maintain certification or stays current in one or more chronic disease or other population-specific roles (e.g. certified diabetes educator, certified asthma educator, foot care specialist)

5. Clinical Supervision

5%

- Ensures safe practices are carried out.

6. Health Professions Act

- Renews LPN license and forwards a copy to the PCN Administrative Assistant yearly
- Maintains current active registration status throughout the duration of employment
- Maintains continuing competency as required by CLPNA
- Adheres to established Code of Ethics as applicable to the regulatory college.

7. Restricted Activities

- Performs restricted activities as permitted under the regulation of the College and Association of Licensed Practical Nurses of Alberta.

(D) Complexity and Independent Judgment:

- Under supervision, works collaboratively with clinic staff scheduling appointments, arranging for follow-ups or referral of clients to other services.
- Must be confident with knowledge, skills and abilities to ensure a safe environment for the client.
- Required to prioritize time, workload and clients to ensure efficient, effective care provided in a stable environment.
- Requires leadership, problem solving and conflict resolution skills.
- The job primarily requires the application of established primary care and chronic disease management guidelines. Depending on the needs and direction of the family physician some methods and procedures may be adapted.

(E) Accountability/Consequence of Error:

- Requires judgment/action which may impact health of the patient.
- Accountable for services provided.
- Bases treatment and care on best practice, target levels and aware of critical clinical values.
- Strives for optimal personal health and well-being.
- Takes responsibility for own actions and decisions.

(F) Supervision:

- Supervised by:
 - Primary Care Nurse Practitioner or Physician
 - Primary Care Network PMH Optimization Director

(G) Regular Work Contacts:

- Communicates verbally or in documentation with a variety of disciplines, programs or services to enhance patient care (e.g. Alberta Healthy Living Program).
- Communicates with organizations, programs, other physician offices, etc. to obtain client information, program benchmark information, and education resources.

(H) Working Conditions:

- Independent with a high level of confidence and capable of effectively dealing with client, physician, and clinic staff.
- Physically capable of performing duties related to position, including assisting clients with physical and mental challenges during clinic visits, lifting a variety of clinic equipment and teaching materials.
- May be exposed to blood borne pathogens
- May be exposed to infections and contagious diseases.

(I) Qualifications / Specifications: Contains personal requirements or qualifications that jobholder should possess.

Formal Education

- Current unrestricted registration with CLPNA required.
- Current BCLS certification required.
- CFPNA Post-Licensure Education Certificate required.
- Chronic Care, Diabetes Education and/or Asthma Education Certification preferred.

Experience

- Minimum of 3 years of directly related experience in a primary health care, community health nursing, northern nursing and/or ambulatory care nursing, with an emphasis on primary care services (secondary prevention, intervention, and maintenance/support). Other nursing experience will be considered.
- Demonstrated clinical skill in physical examination and nursing intervention.
- Demonstrated commitment to interdisciplinary teamwork.
- Proven commitment to, and knowledge of, primary care and community health.
- Experience with mental health counseling would be beneficial.
- Experience with chronic disease education and management.

Knowledge, Skills, Abilities

- Basic knowledge of exercise physiology, nutrition, risk factor modification strategies, counseling techniques and uses of educational programs as applied to chronic disease management.
- Ability to be self directed member of a multidisciplinary team who provides patient care based on clinical knowledge and skills for patients with stable chronic disease using collaborative problem solving and decision making techniques.
- Excellent holistic assessment and interviewing skills.
- Knowledge and ability to apply adult learning principles, to use written and audio visual aids, and present lifestyle education.
- Computer literacy, familiar with Microsoft Office products (Outlook, Excel, Word and Access programs).
- Demonstrates good organizational skills in coordinating plan of care for individuals with other team members.
- Reliable and dependable.
- Excellent verbal, written and interpersonal communication skills.
- Ability to safeguard Primary Care Network information as private and confidential.
- Ability to follow and adhere to Palliser Primary Care Network, procedures, guidelines, goals and objectives.

Other

- Must have a recent (within the past three months) criminal record check/police information check (including vulnerable sector search) prior to the first day of hire.

(J) Probationary Period:

- Six months.