

## NURSE PRACTITIONER

<b>Employment Status:</b>	Permanent, Full-time
<b>Compensation:</b>	\$56.52 to \$67.29 per hour <b>*Wages are currently under review as part of ongoing union negotiations*</b>
<b>Location:</b>	Strathmere Lodge - Strathroy, ON
<b>Union/Non-union:</b>	ONA

### POSITION OVERVIEW

Reporting to the Director of Resident Care, the Nurse Practitioner is a primary care provider to residents and works within their legislative scope of practice as described and outlined by the College of Nurses Ontario. The Nurse Practitioner collaborates with the resident and family/caregiver, along with the interdisciplinary team in the development, implementation, and evaluation of the resident's plan of care; provides leadership and mentorship to staff that enhances their knowledge, assessment skills, and ability to care for residents in place; and participates in the research, education and evidence-based practice initiatives to optimize the resident and health system outcomes.

### QUALIFICATIONS

- Completion of a Baccalaureate in Nursing program, with current registration in the Nurse Practitioner Association of Ontario and the Registered Nurses Association of Ontario.
- Completion of the Ontario Primary Health Care Nurse Practitioner Certificate Program.
- Two years of experience as a Nurse Practitioner in gerontological nursing and/or as a primary health care nurse practitioner.
- Current CPR certificate.
- Knowledge and understanding of the Fixing Long-Term Care Act, Occupational Health and Safety Act, and Employment Standards Act.
- Current Vulnerable Sector Check and TB Testing that is satisfactory to Strathmere Lodge/Middlesex County.

### WHY CHOOSE STRATHMERE LODGE?

Strathmere Lodge is a not-for-profit, long-term care home that is owned by Middlesex County. Opened in 2006, this facility sits on a five-acre site on the outskirts of Strathroy. The home provides care to 160 residents in accordance with Ontario legislation and standards established and monitored by the Ministry of Long-Term Care.

At Strathmere Lodge, you will have a chance to make an impact in your everyday work and build lasting relationships. We offer a culture that values inclusion, diversity, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

### HOW TO APPLY

If you are interested in this opportunity, please submit your cover letter and resume by email to [hr@middlesex.ca](mailto:hr@middlesex.ca) by **4:30 p.m. on April 25, 2025**.

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for candidate selection purposes only.

### WHAT WE OFFER

- Employee Recognition Events
- Professional Development
- Banked Time-Off
- OMERS Pension Plan
- Health and Dental Benefits
- Employee and Family Assistance Program

### VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>

**Join our team and build a rewarding career!**

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.

**MIDDLESEX COUNTY  
POSITION DESCRIPTION**

**TITLE:** Nurse Practitioner  
**DEPARTMENT:** Nursing  
**REPORTS TO:** Director of Resident Care  
**EFFECTIVE DATE:** September 2024    **POSITIONS SUPERVISED:** N/A

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**POSITION SUMMARY:**

Reporting to the Director of Resident Care, the Nurse Practitioner (NP) is a primary care provider to residents and works within their legislative scope of practice as described and outlined by the College of Nurses Ontario. The Nurse Practitioner collaborates with the resident and family/caregiver, along with the interdisciplinary team in the development, implementation, and evaluation of the resident's plan of care; provides leadership and mentorship to staff that enhances their knowledge, assessment skills, and ability to care for residents in place; and participates in the research, education and evidence-based practice initiatives to optimize the resident and health system outcomes.

**PRIMARY JOB DUTIES & RESPONSIBILITIES:**

1. Provides comprehensive primary care to residents as part of the interdisciplinary team. Increases continuity of care through collaboration, consultation and referral as appropriate
2. Utilizing the nursing process (assessing, planning, implementing and evaluating) within the scope of practice, and working in partnership with the LTC staff and the attending or Physician, to assess acute and chronic illness and/or sudden changes in a resident's health status to determine if resident can be managed medically within the Home by:
  - Analyzing resident's condition through physical assessment of resident.
  - Reviewing and analyzing documentation and lab results.
  - Consulting with staff, family and physician as required.
  - Ordering blood work and diagnostic testing, and
  - Prescribing treatment and follow-up care for resident.
3. Assesses and evaluates a resident's condition, document findings and prescribes appropriate treatment that falls within the professional scope of practice. Collaborate with physician as appropriate.
4. Conducts person-centered comprehensive health histories and health assessments of residents.
5. Collaborates and consults with Physicians, the Director of Resident Care, nursing staff (including the Nursing Coordinators), interdisciplinary team members and external resources regarding resident's plan of care.
6. Reviews, and evaluates care plans for residents and makes recommendations to the interdisciplinary team.
7. Consult with physician when encountering resident care situations beyond the scope of practice and/or individual competency.
8. Evaluates changes in resident's health status in consultation with health care providers and resident or power of attorney for personal care, recommend comprehensive treatment options available and expected outcomes and instruct treatment options for resident as appropriate.
9. Participates in the initial and annual care conferences, as required/requested.

10. Participates in interdisciplinary rounds, as required/requested.
11. Assists with care co-ordination and the resident's safe return to the Home as soon as possible when a resident is transferred to hospital.
12. Collaborates with the interdisciplinary team to provide palliative and end-of-life care.
13. Delegates clinical and administrative responsibilities to the appropriate nursing staff.
14. Provides clinical leadership and education to the nursing and personal support care team members centered on the resident care needs as directed by the Director of Resident Care.
15. Participates in identifying, analyzing, and interpreting trends in resident care and professional nursing practice to determine priorities for educational programming for team members, residents and families. Contributes to the development and delivery of education to caregivers, residents and families as required.
16. Maintains resident records in compliance with established standards and legislative requirements.
17. Participates in the orientation and training of new staff and students.
18. Participates in the Home's Quality Improvement Plan (QIP) utilizing research and best practices.
19. Perform other related functions as directed by the Director of Resident Care.

## **MINIMUM QUALIFICATIONS**

### Education & Experience

- Completion of a Baccalaureate in Nursing program, with current registration in the Nurse Practitioner Association of Ontario and the Registered Nurses Association of Ontario.
- Completion of the Ontario Primary Health Care Nurse Practitioner Certificate Program.
- Two years of experience as a Nurse Practitioner in gerontological nursing and/or as a primary health care nurse practitioner.

### Knowledge, Skills and Abilities

- Knowledge and understanding of the Fixing Long-Term Care Act, Occupational Health and Safety Act, and Employment Standards Act.
- Excellent clinical skills with senior/LTC residents.
- Skill set inclusive of IV initiation, suturing, venipuncture, wound care, etc.
- Demonstrated clinical leadership skills to organize and co-ordinate the care of residents in collaboration with their care givers i.e. LTC staff and family.
- Demonstrated inter-personal skills, organizational skills; program planning and evaluation skills; communication skills (both written and verbal).
- Competency to autonomously diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures.
- An ability to work in an interdisciplinary team environment.
- Ability to be self-directed in clinical practice as required in the areas of assessment, diagnosis, and therapeutics.

- Proven success in providing inspirational leadership in a team environment and ability to encourage innovation and creativity amongst team members required.
- Demonstrated computer skills (database management, electronic medical record (PCC) and word processing).
- Demonstrated commitment to providing quality customer service while dealing with residents and families as well as various medical and non-medical professionals.

#### Other

- Current Criminal Record Check with a Vulnerable Sector Screening that is satisfactory to the Strathmere Lodge/Middlesex County.
- Current CPR certification.
- 2-step TB test within the past six (6) months.