



South East Toronto

Family Health Team



Job Description
Nurse Practitioner
(HATM - Permanent, Full-Time)

Company Description

South East Toronto Family Health Team (SETFHT) is an academic primary care clinic affiliated with the University of Toronto. Our organization is comprised of a variety of Interdepartmental Healthcare Professionals (IHPs) that include: physicians, medical residents, nurse practitioners, registered nurses, dietitians, social workers, psychologists, patient care coordinators, physician assistants and chiropodists, all of whom are assisted by an exceptional administrative and clinical support team.

SETFHT is a partner at the Health Access Taylor Massey (HATM) clinic, which is bringing a wave of primary care and interprofessional resources to the Taylor Massey community. SETFHT is also leveraging existing supports and services in the community to improve access to comprehensive primary and social care for its residents.

Position Profile

As a key member of SETFHT and HATM, as well as an integral part of an IHP team, the NP will deliver high-quality care in accordance with SETFHT policies and professional practice standards as well as according to regulations set out by the College of Nurses of Ontario. This position will primarily be at the HATM (4 The Market Place) clinic site but may include the other SETFHT clinic (1871 Danforth Avenue and 840 Coxwell Avenue) locations, subject to funding and based on organizational needs.

Accountability

The Nurse Practitioner reports and is responsible to the SETFHT Executive Director. Clinical decision-making outside the scope of the Nurse Practitioner must be done in consultation with the SETFHT Lead Physician and/or physicians of SETFHT.

Role & Responsibilities

The NPs are encouraged to operate within their full scope of practice. They are required to work cooperatively with all staff at SETFHT in the promotion of patient health and prevention of disease.

- Diagnose, treat and prescribe within the scope of Registered Nurse, Extended Class, while adhering to evidence-based practice
- Monitor stable chronic illnesses
- Order and interpret diagnostic imaging reports within the scope of RN, Extended Class
- Implement appropriate health promotion and disease prevention strategies for patients and families
- Gather and document patient and statistical information as required
- Arrange physician consultation if illness or treatment is outside NP's scope of practice
- Arrange specialist referrals and appointments in consultation with a physician
- Liaise with community agencies as required



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- Participate actively in the care of patients with complex needs, including home visits and participation in Interprofessional case rounds
- Being responsible and accountable for providing psycho-social assessments, service coordination, therapeutic and/or supportive counselling
- Taking accountability and responsibility for making referrals to various clinical resources, liaising between hospital and specialists as the patient's advocate
- Ensuring linkages to primary care, community outreach and education support
- Adhering to Occupational Health and Safety Legislation and SETFHT's Health and Safety Policies
- Observing and following all SETFHT's Policies and Procedures, including Incident Reporting Policy
- Demonstrated experience leading initiatives/projects with multiple partners and stakeholders
- Strong change management and project management skills
- Provides direction/leadership for the team as a coach and mentor
- Establish, organize and implement strategies and is responsible for the operations of its departments as well as the effective use of its resources (budget, staffing, etc.)
- Work with team members to identify knowledge/training gaps and develop educational materials and/or learning opportunities, as needed
- Strong coordination and capacity building skills with demonstrated experience supporting interdisciplinary work
- Excellent advocacy, communication and negotiation skills
- Commitment to the vision, goals and work of the organization
- Strong initiative with exceptional organizational skills to manage competing priorities and balance multiple projects

Skills & Qualifications

- Experience in a Nurse Practitioner role, preferably in a community setting
- Current registration with the College of Nurses of Ontario, RN (Extended Class)
- Strong knowledge and understanding of primary health care as well as chronic disease prevention and management, preferably in a community setting
- Demonstrated ability to work effectively and collaboratively in an interprofessional environment
- Strong teamwork and communication skills (both written and oral)
- Experience in identifying learning needs and adult education techniques
- Demonstrated leadership, critical thinking and organizational skills
- Demonstrated ability to maintain confidentiality and impartiality
- Capacity to adapt quickly to a fast-paced work environment

Other Requirements

- Excellent people management and interpersonal skills
- The high degree of accuracy and attention to detail
- Exercises good judgment
- Knowledge of the impact of the social determinants on health and wellbeing
- Competence with Microsoft Office suite of software
- Experience with clinical management system (CMS), preferably Practice Solutions' Suite



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- Demonstrated flexibility and time management skills
- Ability to maintain a positive attitude in a high-pressure environment
- Excellent conflict management and resolution skills
- Experience working with low-income, multi-racial, multi-lingual newcomer communities
- Commitment to working from an integrated anti-oppression/ anti-racist, LGBTQ+ positive framework
- Ability to work effectively within a diverse and multi-disciplinary team
- Available to work evenings and weekends, as necessary

The above responsibilities are not to be considered all inclusive; the individual may be assigned other related duties in the interest of efficient operations of the clinic.

Hours of Work

The successful candidate must be available to work weekdays, primarily between 8:30 AM – 4:30 PM with the possibility of evening and weekend shifts.

Compensation

- The rate of pay is based on experience and can range from \$58.32 - \$63.28 per hour
- Position includes enrollment into SETFHT's Health Benefits Plan and Pension (HOOPP)
- Position does include Paid Time Off

Thank you for your interest in the South East Toronto Family Health Team. Only those candidates selected will be contacted for an interview. Please, no direct telephone inquires or email follow-ups.

We thank all applicants for their interest but only those selected for an interview will receive acknowledgement. Please note that a criminal background check will be conducted for this position. SETFHT supports a respectful and inclusive work environment for everyone and is committed to Anti-Oppression principles. We encourage qualified applicants of all ages, races, colour, ethnic origins, religions, abilities, gender identities and sexual orientations as well as peoples with disabilities to apply for this position as it reflects the broad diversity of communities we work with.

In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Accommodations are available on request for candidates taking part in all aspects of the selection process.

SETFHT encourages a scent-free environment. All employees, students, volunteers, and visitors are asked to refrain from wearing fragrances and other scented personal care products (i.e. perfumes, lotions, hairspray, etc.) while on the premises.



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Job Contact Information

Human Resources

South East Toronto Family Health Team

E-mail: humanresources@setfht.on.ca

Subject: Nurse Practitioner

Please forward cover letter and resume by 3:00 PM on March 31st, 2023