

In a Primary Care Network (PCN), a group of family doctors and Alberta Health Services coordinate health services for patients. The Highland PCN includes the communities of Airdrie, Beiseker, Carstairs, Crossfield, Didsbury, and surrounding areas. The Highland PCN encompasses 23 clinics, 71 physician members and serves over 70,000 patients. A number of health care professionals work closely with physicians to support patient care.

As a member of the PCN's Health Team, the Registered Nurse (RN) is responsible for care across the continuum of health needs within the medical home (family doctor's office) setting in an inter-professional environment. The RN will provide assessment, care coordination, behavioural health, and patient education for patients with, or at risk for, a wide range of complex and/or chronic health conditions. Other duties within the scope of practice of an RN may be required (i.e., assistance with some clinical procedures, injections, etc.).

The Primary Care RN will work with family physicians, other health professionals and local and regional programming in an interdisciplinary environment to ensure delivery of high quality of evidence-based health care to the practice population.

### **Accountabilities and Responsibilities**

#### **General**

- To work collaboratively within the HPCN to enhance the delivery of primary care services
- To provide a broad scope of nursing services based on highly developed knowledge and skills
- To make professionally autonomous decisions in partnership with family physicians in managing patient care
- To support a comprehensive, proactive service delivery model in participating clinics, to ensure patients are assessed and screened according to current best practice guidelines
- To work in a flexible, responsive manner to provide nursing services in a variety of practice environments within the primary care setting
- To participate in clinical working groups as needed
- To refer to appropriate health providers and services to ensure patient needs are met in a timely manner

#### **Clinical**

- Assists individuals, families, groups, and communities to achieve their optimal physical, emotional, mental, and spiritual health and well-being
- Implements and coordinates direct patient care of patients in the Primary Health Care setting
- Provides mental health support to patients using a behavioural health approach
- In partnership with the patient, develops the plan of care including consideration of social, financial, and emotional risk factors, options, consequences of actions, health promotion, learning, comfort, safety, privacy, dignity, and integrity
- May triage patients to ensure right provider, right care at the right time for the patient
- May be required to initiate insulin therapy and/or titrate insulin and oral hypoglycemic agents according to physician orders, specialist recommendations, and/or treatment algorithms
- May be required to recommend titration of medications according to physician order, specialist recommendations and/or treatment algorithms
- Assesses patient learning capabilities, education needs and self-management skills
- Recognizes symptoms related to poor disease control

- Communicates relevant patient information to appropriate physicians and caregivers while ensuring communication of confidential information only to authorized persons
- Identifies, negotiates, and utilizes resources necessary to achieve goals
- Reviews plan regularly and revises as necessary
- Acts as patient advocate to protect patient rights, beliefs, and values
- Acts as a health coach to provide support, advice, and additional resources to empower patient to achieve goals in health behaviour changes and ultimately self-management
- May be required to teach group classes or provide group medical visits

#### **Team**

- Collaborates care with members of the inter-professional health care team
- Promotes programs and services that support patient care
- Ensures the maintenance of accurate records in keeping with practice policy
- Participates in data collection, evaluation, and quality improvement
- Offers training support for other team members and assist in their professional development
- Initiates and maintains positive community and regional partnerships
- Work with Electronic Medical Records (EMRs) to optimize patient care

#### **Qualifications and Experience**

- Completion of a Baccalaureate degree in Nursing
- Current registration with CARNA is required
- Experience working with complex patients
- Experience in rural health preferred
- Experience with mental health an asset
- Fully vaccinated against Covid-19

#### **Abilities, Knowledge and Skills**

- 5 or more years of clinical nursing experience, preferably in a primary care setting
- Excellent written and verbal communication skills
- Strong critical thinking skills
- Experience in working in a collaborative, consultative manner within a varied inter-professional team, with the ability to work independently and prioritize care
- Ability to flex time as required (evenings and weekends)
- Must have valid driver's license and own vehicle as travel is required

#### **Apply**

Please submit your resume and cover letter, **stating salary expectations and job posting number**, in confidence to [recruitment@hpcn.ca](mailto:recruitment@hpcn.ca). Please note that only candidates who are selected for an interview will be contacted. We thank all other candidates for their interest.