



POSITION DESCRIPTION

POSITION (TITLE):	Professional Practice Lead	DIVISION:	Administrative Services
REPORTS TO:	Manager, Foundational Standards Team	UNION AFFILIATION:	ONA
REVIEWED: Direct Supervisor	Manager, Foundational Standards Team	DATE: (R) if revised	[insert]
APPROVED: MOH/CEO, Director	Chief Executive Officer	DATE:	[insert]
AUDITED:	Human Resources	DATE:	February 2013
ORIGINAL VERSION DATE:	February 2013	REVISION DATES:	

POSITION SUMMARY:

The Professional Practice Lead (PPL) reports to the Manager of the Foundational Standards team. This position supports the Chief Nursing Officer (CNO) as the principal lead and resource for nursing practice and professional issues; develops and implements processes to manage quality assurance and continuous quality improvement (CQI) activities related to nursing practice.

The PPL assists in developing a vision of excellence in public health nursing practice, which facilitates evidence-based services and quality health outcomes in the public health context, advances a nursing perspective to support organizational effectiveness to meet the Ontario Public Health Standards and Public Health Organizational Standards through contributions to the organization's Quality Management System. Assesses the provision of public health nursing services within the framework of the relevant provincial guidelines, legislation and policies and procedures of the Board of Health.

The PPL must be innovative, flexible, motivated and able to inspire others. The PPL must be able to work in and foster a collaborative work environment, and excel in learning from experience, fostering relationships and creating linkages.

DUTIES AND RESPONSIBILITIES

1. Develops regular communication to all nursing staff regarding nursing practice, professional issues, quality assurance, and continuous improvement practices related to nursing practice within the context of the corporate communications strategy.
2. Provides mentorship to nursing staff as required, and promotes and consults on on-going evaluation of nursing practices, services and programs.
3. Provides input into the educational content of nursing programs by facilitating relationships between TBDHU and academic partners.

4. Participates in the development of Foundational Standards operational plans as required and works collaboratively across programs and divisions as required.
5. Advances a nursing perspective in support of, and to further organizational effectiveness to meet the OPHS and Public Health Organizational Standards through contributions to organizational planning and evaluation, as required.
6. Co-leads the development of annual Professional Practice Operational Plan with the Chief Nursing Officer, and in collaboration with Nursing Practice Council and the Foundational Standards team.
7. Monitors the implementation of Nursing Practice Operational Plan regularly, and informs Chief Nursing Officer of progress.
8. Supports the planning process for Registered Nurses' Association of Ontario (RNAO) for Best Practice Guidelines (BPGs) in order to maintain status as a Best Practice Spotlight Organization (BPSO) which includes the completion of BPSO deliverables.
9. Participates in the development and review of relevant divisional and Health Unit policies and procedures.
10. Develops policies and procedures related to nursing practice
11. Undertakes policy analysis and develops policy options relevant to Health Unit programs staffed by nursing personnel for the consideration of the Chief Nursing Officer.
12. Contributes to the advancement of nursing practice by initiating, facilitating and participating in research activities relevant to the work of the organization, in collaboration with partner agencies.
13. Contributes to the interpretation of the College of Nurses of Ontario Standards respecting the quality of nursing practice.
14. Promotes professionalism by supporting evidence-informed practice and professional practice standards.
15. In conjunction with the Chief Nursing Officer, formally evaluates nursing practice initiatives regularly to ensure implementation in accordance with Nursing Practice and BPSO objectives and outcomes.
16. As part of the Foundational Standards team, promotes and supports the organization's quality initiatives in general and as requested, and as it relates to nursing practices.
17. As part of the Foundational Standards team, monitors health issues and outcomes of the community at individual, group and population levels within Thunder Bay.
18. In conjunction with the Chief Nursing Officer, develops evaluation process/plan and changes to Nursing Practice initiatives based on evaluation results.
Participates in Nursing Practice audits and lead the implementation of regular Nursing Practice audits as required.
19. Contributes to the perspective of public health nursing to multi-sectoral planning groups, organizations and governmental committees within and beyond the public health sector.
20. Engages and collaborates with the inter-professional teams on public health practice issues representing the nursing perspective and promoting inter-professional public health practice.
21. Performs other duties as assigned which are directly related to the responsibilities of the position.

QUALIFICATIONS / REQUIREMENTS:

- Registered Nurse with the College of Nurses of Ontario; Baccalaureate degree in nursing; Masters Degree from a recognized university with a focus on public health or nursing, or a relevant academic equivalent preferred.

- Extensive experience gained in a public health nursing setting in the following areas: public health nursing practice roles, standards, and competencies; public health mandate, programs and services; clinical practice assessment, continuous quality improvement methods and analysis; performance measurement, data analysis, research methodologies, and program evaluation; program planning; nursing leadership; communications; policy analysis; information management; and policies and procedures.
- Minimum of five (5) years public health nursing experience. Community Health Nursing Certification or willingness to obtain within 24 months.
- Ability to support the application of standards, best practice guidelines, legislation, regulations, competencies and trends of nursing practice (e.g., Ontario Public Health Standards, College of Nurses of Ontario and Canadian Community Health Nursing Standards of Practice, Public Health and Public Health Nursing Core Competencies) towards quality public health practice.
- Ability to contribute to the consistency of nursing practice within the organization through policy development, advocacy and evidence informed practice.
- Excellent interpersonal and facilitation skills and ability to build relationships with management, front-line staff, and community partners.
- Excellent verbal, written communication skills.
- Competency as educator, developer and translator of public health knowledge, the maintenance and improvement of their own expertise in public health practice, and ethical conduct. Possess a high level of personal integrity and sound judgment.
- Excellent organization skills with an ability to work independently, multi-task, and work under tight deadlines.
- Strong computer skills with knowledge of computer systems related to epidemiology and statistics.
- Willingness to work irregular hours and occasionally travel out of town on overnight trips.
- Access to a reliable vehicle and a valid driver's license.

OCCUPATIONAL HEALTH AND SAFETY:

- Follows all policies and procedures to ensure personal safety and safety of others.
- Reports any equipment or safety problems to supervisor.