

# Physician Assistant, Primary Health Care

Opportunity Brief



# About Nova Scotia Health

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**Mission:** To achieve excellence in health, healing and learning through working together

**Vision:** Healthy people, healthy communities - for generations

**Values:** Respect, integrity, innovation, courage, accountability



**Nova Scotia Health (NSH) is the largest provincial health authority in the Maritimes** providing health services to Nova Scotians, along with specialized health services to Atlantic Canadians. We operate hospitals, health centers and community-based programs across the province.

Our team of health professionals includes employees, doctors, researchers, learners and volunteers that provide the health care or services you may need.

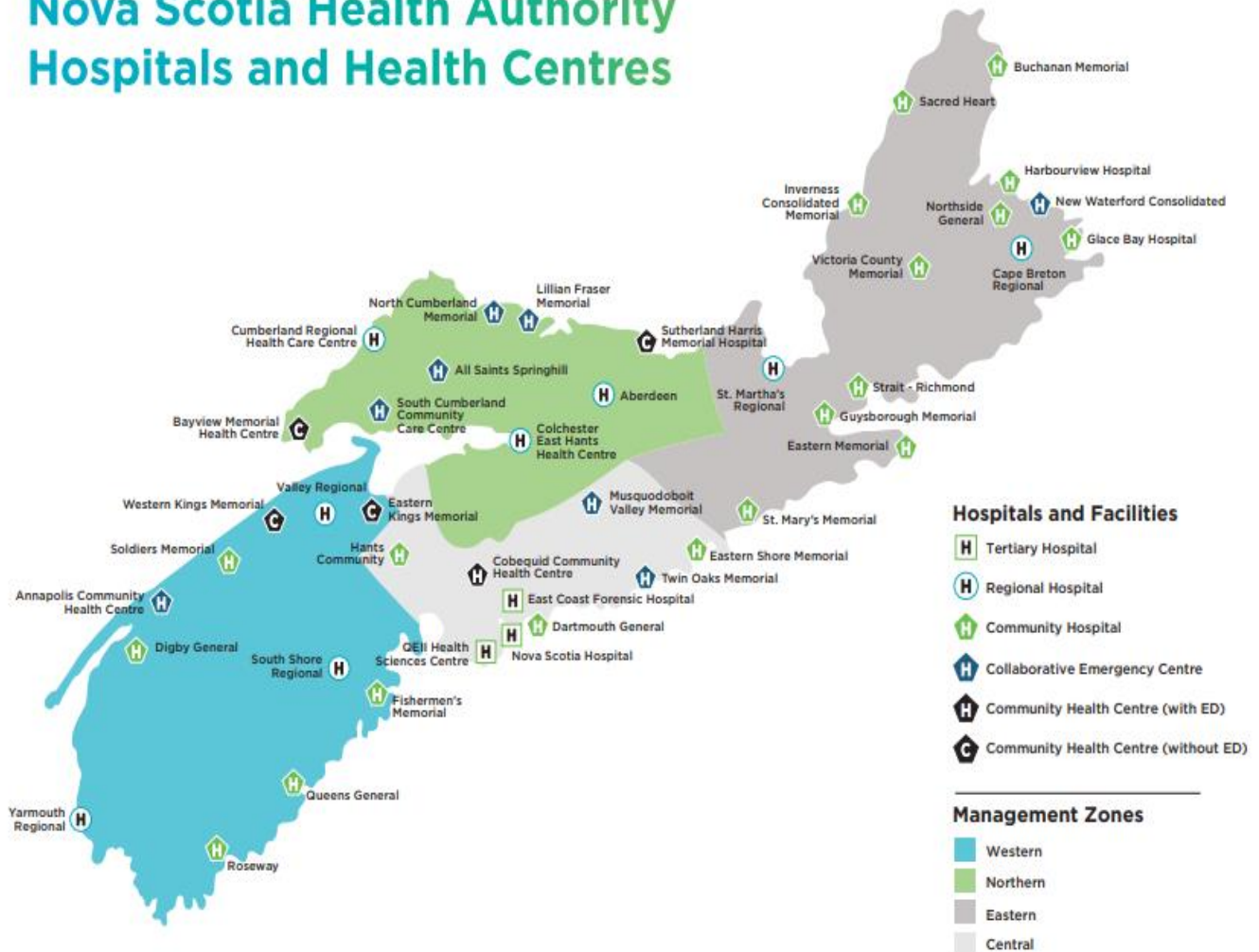


**Partnerships are important to us.** We work in partnership with community groups, schools, governments, foundations and auxiliaries and community health boards. We work together to provide the best care possible for patients, families and employees.

Whether we are hosting wellness programs in the community, conducting innovative research in labs, or helping a patient recover in hospital; we are creating a healthier Nova Scotia.

# Areas of Service

## Nova Scotia Health Authority Hospitals and Health Centres



Nova Scotia Health (NSH) operates hospitals, health centers, and community-based programs with over 40 facilities covering every region in Nova Scotia. Our team includes employees, physicians, researchers, and volunteers who work together to provide a full range of health care services.

**Check out the below links to learn more about our facilities, zones and communities:**

[Facility Profiles](#)

[Central Zone \(Halifax Regional Municipality, Eastern Shore and West Hants areas\)](#)

[Western Zone \(Annapolis Valley, South West and South Shore areas\)](#)

[Northern Zone \(Colchester, Cumberland and Pictou County\)](#)

[Eastern Zone \(Cape Breton, Antigonish and Guysborough areas\)](#)

# Why Choose Nova Scotia

Lunenburg, Western Zone



## OUTDOORS

Nova Scotia offers four seasons of outdoor adventure. Kayak or hike along our coastline, snowshoe our trails, or dust off that bike and explore the trailways that connect our province. There is no shortage of outdoor fun!

Cabot Trail, Eastern Zone



## COASTLINE

In Nova Scotia, you're never more than 30 minutes from the ocean. With approximately 7500 kilometers of coastline, beaches, coastal trails, and incredible paddling are all right outside your door and waiting to be explored.

Halifax, Central Zone



## INDUSTRY & CULTURE

Just under one million people enjoy what Nova Scotia has to offer. From historical sites, wineries, award winning restaurants and a thriving arts and culture scene, Nova Scotia really does have it all.

Pictou, Northern Zone



## REAL ESTATE

Nova Scotia is among the most affordable places to live in Canada. According to the Canadian Real Estate Association (CREA), the average price of a home was \$368,476 compared to the national average of \$720,854 (Nov 2021).

Check out our 'Locations' page for more detailed information on our facilities, <http://www.nshealth.ca/locations> and <https://recruitment.nshealth.ca/place> for more information on the surrounding communities.

# Position Summary, Education & Experience Requirements

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## Program Portfolio Overview

As part to the Nova Scotia Health (NSH) Physician Assistants initiative in Primary Health Care (PHC) and Department of Family Practice, the Physician Assistant (PA) will participate in an NSH and/or NSH affiliated family practice team. The PA will deliver care in accordance with NSH policies, professional standards, and care directives. The PA will perform routine clinical duties, within the PA scope of practice and under the supervision of a licensed physician in accordance with the goals and objectives of this initiative.

## Position Overview

While participating in the Program, the PA will work with Family Physicians and other interprofessional health care providers in a family practice setting and under the direct supervision of a Family Physician. The PA is an employee of Nova Scotia Health and will report administratively to a PHC Health Services Lead/Health Services Manager. All acts are conducted under the direction and supervision of the Family Physician, and in accordance with the College of Physicians and Surgeons of Nova Scotia policy on delegation and delegated functions as described in the Program. The supervising physician is responsible for the medical care provided to the patient by the PA and can only delegate medical acts that are within their own scope of clinical practice as per the Program.

The PA works to provide assistance in the spectrum of care provided to patients in the Family Practice setting. The PA will assume the following responsibilities within the scope of their practice:

- Obtain health history as appropriate, including patient demographics
- Conduct comprehensive and focused physical assessments and interpret findings
- Utilize primary and secondary assessment results to formulate a differential diagnosis and determine if further clinical investigation is required
- Order preliminary diagnostic testing and follow up; with interpretation of results
- Formulate a treatment and management plan based on assessment and investigation results, availability of services and special needs of patient
- Implement effective treatment plans that include preventive and therapeutic interventions, demonstrating appropriate procedural skills, as determined by the Canadian Association of Physician Assistants Scope of Practice and National Competency Profile, the medical directives outlined in Appendices B and C, and the supervising physician
- Collaborate with and seek appropriate consultation from the supervising physician and other health professionals involved in the patient's care including referrals to the ER for acute conditions requiring advanced care



## Ideal Candidate Profile

The ideal candidate will work with a strong interprofessional health care team who are passionate and caring about providing quality primary care to patients. You will handle yourself in a calm, confident and reassuring manner that puts others at ease. You have the ability to work independently, while consulting with members of the health care team.

The Physician Assistants will work collaboratively with numerous internal and external stakeholders, such as

- Family Physicians
- Nurses
- Managers
- Procurement
- Learners from Dalhousie and affiliated learning centres

You have knowledge and proficiency in current, evidence based methods and practices of Family Medicine. The ideal candidate will bring three to five years of professional experience to the role in a similar related academic health care environment. You have worked in the Primary Care, and have the experience and ability to work with patients of all ages and demographics.

Productive, cooperative working relationships must be established between the PA and the Family Practice Supervising Physicians, the Primary Health Care Health Service Manager/Health Services Lead, clinic staff, and most importantly, the patients and their families. The success of the team depends upon the efficiency and character of its components. Interpersonal skills will be evaluated as any other skill necessary in the management of the patients in the family practice.

## Education & Experience

- Graduate of or currently enrolled in an accredited recognized Physician Assistant program
- Canadian Certified Physician Assistant (CCPA), granted by the Physician Assistants Certification Council of the Canadian Association of Physician Assistants
- Three to five years of professional experience in a similar related academic health care environment
- Experience in Primary Health Care is preferred
- The following certifications or willingness to obtain:
  - Certification in CTAS
  - Certification with Heart & Stroke in ACLS
  - PALS or equivalent
- Demonstrated effective communication, interpersonal, organizational, patient assessment and telecommunications skills
- Competencies in other languages an asset, French preferred

# Specific Accountabilities

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## History & Physical Exam

The PA will obtain a comprehensive and relevant medical history and perform a comprehensive and relevant physical examination. The physical exam may include the following components: vital signs and any relevant physical examination.

The history will include the following components:

- Presenting complaint or reason for admission
- History of present illness including treatments and responses to treatment
- Patient's past medical and surgical history and past hospital admissions
- Social and family medical history
- Review of systems
- And Medication reconciliation and allergies

The physical exam shall include the following components:

- Inspection
- Palpation
- Neurological
- Vascular
- ROM
- Special tests

## Documentation

As relevant to each family practice setting, the PA shall:

- Record the findings of the history and physical examination as appropriate in the Electronic Medical Record (EMR).
- Document all procedures in the EMR according to date, time, details of the procedure performed, and the disposition of samples derived from the procedure.
- Liaise with appropriate community resources for follow-up for referrals to other services as appropriate.

Any necessary medical forms (insurance, disability, health exam, drivers physicals) will be completed by the PA and reviewed with the supervising physician.

## Investigations

The PA will have the authority to order diagnostic tests and bloodwork in accordance with the care directives outlined in this program document. They will order blood work, document results, and review results with the surgeons. They will perform additional skills once assessed such as removing surgical drains, tubes, arterial lines. The PA will complete advanced assessments which adhere to the standards for completing a medical history and physical for all patients.

## Medications

Physician Assistants will have the authority to prescribe drugs to patients under the supervision of the Supervising Physician. They will follow a prescribed list of acceptable medications such as Tylenol, antiemetics, antibiotics and anti-inflammatories. *PA's cannot prescribe narcotics or controlled substances under any circumstance.*

## Supervision

Consultation - PA's will assist in the arrangement of consultations from the Attending Physician(s) with appropriate services including:

- Medical subspecialties
- Outpatient Clinics
- Surgical specialties
- Home Care
- Social Work
- Dietician
- Palliative care services
- Critical care services
- Pastoral Care
- Physiotherapy
- Occupational Therapy
- Rehabilitation units
- Other services as appropriate

Follow-up - PAs will arrange the follow-up/transfer to appropriate services including:

- Subspecialty services (as indicated)
- Out-patient clinics
- The referring institution
- Any other appropriate facilities

## Continuing Education

Continuing Medical Education - PAs must maintain currency with the MainPro construct of the CFPC as per CAPA requirements, All certified PAs must annually renew their CAPA membership and earn and report at least:

- 400 credits over the course of a five-year cycle by participating in educational activities that meet the identified needs of the PA's professional practice: and
- 40 credits per year, even during the years of the cycle after which the PA has reached the 400-credit minimum requirement

Conferences - PA's will be supported in attending and participating in specified educational conferences and other appropriate planned educational events to help maintain competence and update knowledge.

Reading - PA's will be expected to keep their knowledge base current through appropriate readings.



# Salary, Benefits & Hours of Work

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## Salary & Hours of Work

The compensation for this position ranges from \$43.9075 - \$58.3398 hourly (\$85,619 - \$113,762 annually), dependent on incumbent's previous education and experience. This is a permanent, full-time position; 75 hours biweekly. Work location is flexible within Nova Scotia.

## Benefits

Successful candidates are eligible for our benefits package which includes health, dental, travel, long term disability and life insurance coverage. We also offer a defined benefits pension plan as well as competitive vacation entitlement.

## Incentives

Successful candidates may be eligible for signing bonuses up to \$10,000 with a comprehensive return of service agreement. Relocation expenses up to \$5000 may also be offered under a return of service agreement.

## Other Information

Nova Scotia Health is committed to being a workforce that is free of discrimination, values diversity and is representative, at all job levels, of the people we serve. Our priority groups are Indigenous People, African Nova Scotians, People of Colour, Persons with Disabilities, 2SLGBTQIA+ and Immigrants. Members of these groups are welcome to apply and self-identify if they wish to be considered under our Employment Equity policy.

As per the COVID-19 Mandatory Vaccination Protocol in High-Risk Settings, Nova Scotia Health requires all team members to be fully vaccinated by November 30th, 2021.