Rideau Community Health Services

Your Community Health Centre

EXTERNAL POSTING

Rideau Community Health Services (RCHS) is a non-profit, fully accredited organization that offers primary health care and social services throughout Lanark, Leeds & Grenville.

RCHS invites applications for the following position:

Position: Physician

Hours: up to 1.0 FTE (35 hours/week)

Term: Indeterminate

Start Date: ASAP

Rate: $155.04-$182.40 hourly / $282,178-$331,973 annually

Closing Date: When position is filled

Location: Smiths Falls and/or Merrickville Sites

POSITION SUMMARY & SKILLS REQUIRED: See attached Job Description.

Interested individuals should submit their expressions of interest to:

Kristian Gundersen
Executive Assistant to the CEO
kgundersen@rideauchs.ca

All applications are considered confidential.

RCHS is accountable to employees, clients and to the government of Ontario for meeting the standards set by the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") and its regulations. RCHS is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please call 613-269-3400, ext. 228.

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JOB DESCRIPTION

POSITION TITLE: Physician

DEPARTMENT: Primary Care

REPORTS TO: Manager, Primary Care

SUMMARY: The family physician (MD) works within an interdisciplinary team to provide comprehensive primary health care to RCHS rostered clients. The MD takes a leadership role in the primary care clinic taking on the care of more medically complex clients and providing clinical consultation to the Nurse Practitioners. The MD contributes to efficient and effective client care through case conferences, updating clinic processes and policies and through peer review.

REPRESENTATIVE ACTIVITIES:

- Provides ongoing comprehensive primary care to clients including assessment, diagnosis, treatment, management, health education and counselling
- Recognizes the social determinants of health and the value of team-based care in supporting medically and socially complex clients
- Ensures that an accurate record of appropriate treatment is kept by maintaining clients' records, assessment notes and correspondence within the safeguard of confidentiality using the established electronic medical record format
- Participates in after-hours telephone on-call services in accordance with agreed upon duty rosters and is able to work one evening clinic per week
- Is available for case conferences, individual and team consultations and problem solving around clients, case work and general service issues ensuring clients receive comprehensive, competent and appropriate care
- Identifies areas where the development of or improvement to clinical protocols and procedures is needed and assists in their development and implementation
- Participates in Quality Improvement initiatives, research projects and data collection as needed
- Provides leadership and guidance in the day-to-day activities of the primary care services

JOB DESCRIPTION

COMMON RESPONSIBILITIES:

- Works in a manner that preserves confidentiality and seeks to minimize risk.
- Works in a manner that incorporates health promotion and recognizes the determinants of health.
- Incorporate and strengthen collaborative and interdisciplinary teamwork.
- Respects and values the diversity of communities and individuals.
- Maintains competence and professional licence to practice.
- Supports the student and volunteer placement programs.
- Promotes awareness of and participates in RCHS activities.
- Contributes to the work by participating in meetings and committees.
- Work both regular and extended hours of operation in locations identified by RCHS.
- Contributes to RCHS' practices of hiring, orienting, training and mentoring staff.
- Contributes to the efforts to secure and maximize resources for current and new programs, services, and activities.
- Participates in the efforts to enhance its capacity through staff development.
- Supports and complies with the Occupational Health and Safety policies and procedures.
- Maintaining up-to-date professional skills and knowledge through formal and informal training.

TYPICAL QUALIFICATIONS:

The physician must be a member in good standing of the College of Physicians and Surgeons of Ontario and be duly qualified and licensed to practice family medicine in the province of Ontario. The physician will complement sound clinical knowledge with an approach to client care which emphasizes individual needs and preferences and engages clients as partners in their care.

ACCOUNTABILITY:

The physician is responsible to their professional body (College of Physicians and Surgeons and College of Family Physicians) for the standard and quality of care

provided in their clinical responsibilities. As a member of the staff, the physician is accountable to other physicians for daily clinical activities and to the Manager of Primary Care.