

## JOB DESCRIPTION

<b>JOB TITLE:</b> Practice Leader, MSK Rapid Access Clinic for low back pain (ISAEC)	<b>STATUS:</b> Full-Time, 1 FTE
<b>REPORTS TO:</b> <Administrative Sponsor, Hospital Name> or <LHIN Name>	<b>CONTRACT TERM:</b> Permanent Full Time
<b>LOCATION:</b> <Hospital Name>	<b>COMPENSATION:</b> TBD

### Become part of the future of Musculoskeletal (MSK) care.

Musculoskeletal (MSK) Rapid Access Clinics (RAC) are being implemented across the province to help people with MSK pain access the right treatment faster. This work stems from the successful pilot program: Inter-professional Spine Assessment and Education Clinics (ISAEC) for low back pain.

ISAEC is an innovative, upstream, shared-care model of care in which patients receive rapid low back pain assessment, education and evidence-based self-management plans. It is designed to decrease the prevalence of unmanageable chronic low back pain, reduce opioid initiation, and reduce unnecessary diagnostic imaging as well as unnecessary specialist referral. The low back pain RAC is specifically for patients with: (1) **persistent** low back pain and/or related symptoms (e.g. sciatica, neurogenic claudication) 6 weeks to 12 months post-onset; and (2) recurrent / episodic unmanageable low back pain and/or related symptoms of less than 12 months post-recurrence. The ISAEC model of care is being implemented across the <LHIN Name> LHIN as part of the MSK RAC implementation.

The <Hospital Name> hospital site will serve as the physical hub for the region's low back pain RAC. The <LHIN Name> LHIN will have a dedicated Practice Leader (PL) as well as Advanced Practice Providers (APPs). The PL will be located at the <Hospital Name> Hospital and will be responsible for the overall management of the ISAEC <LHIN Name> LHIN program and staff. The APPs are located in both primary care practices and independent practices in the community. All low pain RACs will be connected through a centralized referral and case management system.

As an integral leader within the RAC team, the PL is an innovative, client service oriented clinical expert with both clinical care and leadership responsibilities. The PL will provide clinical guidance and training (in collaboration with the Clinical Sponsor – physician specialist), oversee and supervise clinical and professional practice, and act as a leadership resource for the region's APPs—mentoring and coaching, monitoring performance and workload, and ensuring high patient and staff satisfaction.

The PL acts as the first and primary point of contact for low back pain patients identified by the community APPs as requiring more advanced assessment and management. As such, the PL plays a key role in identifying signs and symptoms requiring a change in the plan of care, requisitions for diagnostic imaging/testing if required, or referral to a physician specialist.

Successful candidates will be provided with 12 weeks of both practical and theoretical training in low back pain management (both conservative and surgical), pharmacology and diagnostic imaging interpretation.

## QUALIFICATIONS

- At least 4 years of clinical experience following completion of an accredited, entry-to-practice program in, a regulated health profession, required.
- Including, at least 1 year of clinical experience in the musculoskeletal-spine area, required.
- Completion of a post-graduate musculoskeletal-related credentialing program *or* a total of 4 or more years of clinical experience in the musculoskeletal-spine area, required.
- Experience in an advanced practice role in an integrated primary care environment, preferred.
- Relevant administrative experience, preferred.

## PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

- Member in good standing of respective professional/legislative college at the provincial level, required.
- Member of related national/provincial professional association required.

## KEY RESPONSIBILITIES

### 1. Expert Practice

- Acts as the secondary point of contact for patients with low back pain referred from primary care that require surgical consultation and assessment.
- Provides specialized care, education and counseling for patients.
- Performs a medical history, physical and health status for patients.
- Conducts comprehensive assessment and communication of a diagnosis.
- Determines the suitability and eligibility of patients for certain types of surgery, spinal injections and imaging.
- Differentiates between inflammatory and non-inflammatory conditions.
- Has a broad understanding of indications for surgery and risks/benefits for surgery.
- Identifies signs and symptoms of undiagnosed medical conditions requiring a referral to diagnostic imaging/testing and/or referral to a physician specialist.
- Identifies and/or orders selected diagnostic laboratory tests and therapeutic procedures in accordance with established ISAEC guidelines.
- Initiates communication and appropriate surgical and non-surgical referrals based on established ISAEC assessment and referral guidelines.
- Establishes, communicates and documents clinical impressions/medical diagnoses within defined scope of practice.
- Develops plan of care in collaboration with the patient/family, surgeon and primary care provider.
- Documents plan of care per established ISAEC guidelines.
- Communicates internally and externally to facilitate plan of care (i.e. other health care professionals).
- Evaluates and revises the plan of care in collaboration with patient/family and primary care provider.
- Communicates specific medical diagnoses to primary care provider.
- Utilizes a patient-centered care approach consistent with patient goals, needs and values.

## **2. Leadership**

- Accountable to align activities and performance with strategic goals and objectives of the RAC
- Provides clinical leadership and mentorship to RAC staff, ensuring all prescribed clinical practice standards and guidelines are followed.
- Acts as agent of change, advancing standards of practice within and external to the program.
- Participates in decision-making regarding decisions that impact the RAC.
- Develops implements and monitors a quality management program.
- Actively participates in policy and procedure development.

## **3. Teaching and Learning**

- Participates in RAC sponsored regional and central education and training events.
- Collaborates with Clinical Sponsor to assess learning needs and facilitates in-service education and support for RAC staff.
- Provides formal and informal education internally and externally to RAC team members and primary care providers.
- Identifies learning needs of patients and primary care providers.
- Facilitates knowledge transfer and evidence-based practice.

## **4. Organization Responsibilities**

- Adheres to RAC and hospital standards, policies and procedures, including centralized referral and clinic management processes.
- Actively participates in quality and performance management activities, assesses and provides input with respect to APP performance evaluation.
- Represents RACs in hospital committees.
- Acts as an active member of the RAC.

## **5. Program Evaluation & Research**

- In collaboration with RAC colleagues, implements and conducts evaluation of clinical services related to the program.
- Ensures all RAC stakeholders participate in program evaluation activities and comply with reporting requirements.
- Has knowledge of theoretical frameworks and research methods.
- Provides leadership in identifying and/or enabling research opportunities within the program.
- Develops and/or participates in practice-based research.

## **6. Performs other duties consistent with the PL role, as assigned or requested.**

## **7. Works in compliance of the Occupational Health & Safety Act and its regulations, reporting hazards, deficiencies and contraventions of the Act, in a timely manner.**

## APPLICATION INSTRUCTIONS

**Closing Date:** <Date: MMM.DD.YYYY>

Please email your cover letter and resume in PDF format to <someone@somewhere.ca>. Use the following subject line and be sure to identify your practice region:

PL: <<LHIN Name>> - <<Your full name>>

Please use the following file naming convention for your cover letter and resume, respectively:

PL - <<COVER LETTER/RESUME>> - <<Your full name>> - << MMM DD YYYY>>.PDF

The cover letter should describe how your professional background and personality will contribute to the success of this exciting program.

**We thank all applicants; however, only those selected for an interview will be contacted.**