



## MATAWA HEALTH CO-OPERATIVE

### Physician Job Description

*Must be “fully vaccinated” against COVID-19. (In Ontario, a “fully vaccinated individual” is defined as one who has received the required number of doses as outlined by Health Canada and they have received their final dose of the COVID-19 vaccine at least 14 days ago.) Must provide Health Canada’s proof of vaccination (vaccine receipt or enhanced vaccine certificate).*

## **PURPOSE OF THE POSITION**

Matawa First Nations has established the Matawa Health Co-operative (MHC) in 2017. This provincially incorporated Co-operative consists of the nine Matawa member communities – Webequie, Neskantaga, Nibinamik, Eabametoong, Marten Falls, Aroland, Ginoogaming, Long Lake # 58 and Constance Lake First Nations. MHC provides health care services to achieve long-term health and well being for all members within the nine (9) Matawa First Nations.

The Physician is an integral part of the multi-disciplinary team and a key part of the patient's circle of care. They Physician will provide emergent, urgent and episodic care, chronic disease management, health promotion and disease prevention. The Physician will practice within the full scope of practice as outlined in the Standards of Practice by the College of Physicians and Surgeons of Ontario.

## **RESPONSIBILITIES & DUTIES**

### *Patient Care*

- Deliver comprehensive primary health care services to patients of all ages and stages of health or illness
- Diagnose and treat acute/episodic illnesses (i.e. Respiratory illnesses, ear and throat, gastrointestinal, genital/urinary infections and dermatology) and injuries
- Provide in walk-in clinics in Matawa First Nation communities or for Matawa members living in the City of Thunder Bay to receive advice, assessment, and treatment for minor illnesses.
- Work with other providers within the Matawa communities to ensure continuity care is provided to our Matawa members
- Utilize an electronic medical record (EMR) and record all relevant patient details which is common and accessible to all collaborating team members
- Monitor the ongoing therapy of patients with stable chronic illness by providing pharmacological and counseling interventions
- Screen for the presence of chronic illnesses
- Formulate and communicate medical diagnoses and disorders
- Arrange for follow-up appointments as required

### *Referral/Consultation/Collaboration*

- Arrange for external specialist consultations
- Provide communication to hospital and community staff and other inter-professional team members as required to ensure smooth transition for care between care sites
- Consulting/collaborating with the MHC team to ensure optimal patient care (i.e., referrals, medical directives)

### *Education and Advocacy*

- Conduct health promotion groups and individual counseling/education (i.e. Prediabetes, smoking cessation)
- Teach/mentor residents and other MHC team members

#### *COVID-19 Care and Consultation*

- Use evidenced based guidelines to provide on-going education and consultation to Matawa First Nation Leaderships and its members
- Provide on-going COVID-19 support (i.e., medical directives), care (i.e., assist in Matawa First Nation community vaccine clinics) and consultation to the MHC team
- Adherence to Matawa communities' COVID-19 protocols when providing primary care services in Matawa communities.

#### *Organization*

- Reflecting and interpreting MHC vision, mission and core values in their own work with enthusiasm and commitment
- Acting in accordance with relevant legislation and MHC policies, standards and procedures
- Proposing changes within MHC that would improve the quality of services to the Matawa First Nation members
- Developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless deliver of services to our Matawa First Nation members
- Understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries
- Collaborating with MHC Primary Care Team (i.e., participation on committees) in the planning, development, implementation of primary care services provided in the Matawa First Nation Communities and in the City of Thunder Bay.
- Applying Matawa culture, values, traditions and teachings into programming where possible

### **EDUCATIONAL REQUIREMENTS**

- They must have a Doctor of Medicine degree and have experience in working in rural and remote communities.
- They must be registered under the College of Physicians and Surgeons of Ontario

### **QUALIFICATIONS AND REQUIREMENTS**

- Demonstrated ability to create alignment and synergy within interdisciplinary MHC team.
- Understands and is aligned with philosophies around trauma informed practice, adverse Childhood Experiences, the socio-environmental determinants of health, and issues related to poverty, mental health, and substance use as it relates to the Matawa First Nations members.
- Demonstrated understanding and a commitment to an integrated and team base model.
- Is knowledgeable in harm reduction practices and the social determinants of health.
- Experience in providing opioid agonist treatment is an asset.
- Experience in community health & public health sciences is an asset.
- Knowledge of community resources connected to the provision of health promotion and illness prevention related services.
- An engaged team player capable of interacting professionally with multi-disciplinary health care staff at MHC with a collaborative attitude.
- Excellent written, communication, organizational and time management skills with the ability to take initiative and work with limited supervision but within the guidelines of the position.
- Ability to work efficiently, both independently and as part of a multi-disciplinary team
- Current registration with College of Physicians and Surgeons of Ontario.
- Current membership with Ontario Medical Association

## **KNOWLEDGE AND SKILLS REQUIREMENTS**

The Physician Services Lead is expected to have a commitment to continuous improvement of the knowledge requirements in accordance with the following:

- Leadership, critical thinking, organizational and communication skills
- Expertise in developing and maintaining excellent working relationships with all members of the health care team and partner organizations.
- Ability to work in a collaborative practice model.
- Strong health assessment/clinical skills.
- Ability to prioritize, manage time effectively.
- Capacity to adapt quickly to fast paced, dynamic work environment.
- High degree of accuracy and attention to detail
- Electronic documentation of health records
- Knowledge of various computer systems and applications (ie. Microsoft Office, etc.)

## **WORKING CONDITIONS**

### **Physical Demands:**

- May have to lift, carry and manage equipment and supplies

- May have to work odd or long hours at a time to complete special requests or projects
- May have to spend long hours sitting and using office equipment, computers and attending meetings
- May involve routine exposure to persons with contagious or infectious illnesses and requires constant attention to infection control procedures.

### **Environmental Conditions**

- May find the environment to busy and/or noisy
- May have to travel to Matawa First Nation communities in all weather conditions
- May have to manage a number of projects at one time, and may be interrupted frequently
- Will need excellent organizational, time and stress skills to complete the required tasks.

### **Sensory Demands**

- Will spend an adequate amount of time with use of a computer and may experience eye strain and occasional headaches

### **Mental Demands**

- Will have to manage a number of requests and projects at one time
- May have to complete a number of tasks and responsibilities at one time
- Must be prepared to be on-call to deal with emergencies and stressful situations at any time.

### **Other Requirements**

- Must be able to perform work duties with minimal supervision
- Must be willing to work in a team like setting
- Must provide a current Criminal Record Check and Vulnerable Sector Search
- Ability to satisfactorily pass a Tuberculin (TB) Skin Test
- Must have a valid driver's license

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Printed Name                      Date

I certify that I have read and understand the responsibilities assigned to this position.

\_\_\_\_\_  
Supervisor's Title

\_\_\_\_\_  
Supervisor's Signature                      Date

I certify that this job description is an accurate description of the responsibilities assigned to the position.

\_\_\_\_\_  
Chief Executive Officer's Signature                      Date

I approve the delegation of responsibilities outlined herein within the context of the attached organizational structure.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.