

Cherokee Elder Care

Job Title: Primary Care Provider-Physician
Prepared: 02/23/2016, 01/11/2018
Revised: 08/06/2019
FLSA Classification: Exempt
Supervisor: Chief Medical Director
Other: Safety Sensitive Position

Approval: *Gennie Davis*

Date: 8-15-19

Job Summary

The **Primary Care Provider-Physician** is responsible for providing medical care including assessing, coordinating, monitoring and providing health care services and treatment for CEC participants.

Essential Job Functions

- Provides initial and ongoing medical assessments, care plan development and implementation of care.
- Makes independent decisions regarding medical needs and health regimens.
- Develops and implements participant medical care plans, records progress notes, and assists in provision of continuity of care through routine monitoring and treatment of chronic medical problems.
- Administers or orders diagnostic tests and performs therapeutic procedures such as injections, immunizations, wound care and managing infections.
- Instructs and counsels participants regarding compliance with prescribed therapeutic regimens, medicine usage and health maintenance.
- Performs physical examinations, orders and evaluates appropriate laboratory and diagnostic tests and records in a systematic manner.
- Performs functional status evaluation and/or mental status examinations using standardized procedures.
- Identifies and describes the behavior patterns of the chronically ill.
- Triage status changes in participants and facilitates appropriate management of problem identified.
- Provides preventative health care and health promotion for participants
- Treats and manages acute chronic illnesses
- Regulates and adjusts medications as needed.
- Facilitates medical specialist consultation as needed.
- Educates clients and families regarding health maintenance and their chronic medical conditions in conjunction with nursing staff.

- Provides oversight of medical care of hospitalized participants and of nursing home participants and communicates participant status to IDT.
- Works collaboratively with the nurse practitioner
- Monitors routine nursing care on a regular basis; may provide instruction to nurses or other health care personnel
- Covers for the Medical Director when he/she is unavailable.
- Evaluates the effectiveness of the participant's plan of care and revises as appropriate.
- Maintains current, accurate documentation of health care services provided, coordinated or contracted.
- Serves as a member of the Interdisciplinary Team (IDT) and participates in the development of the plan of care.
- Provides updates to the team regarding participant's change in health or functional status.
- Monitors routine nursing care on a regular basis; may provide supervision and instruction to nurses or other health care personnel
- Assists participants in maintaining optimum health; provides health education and counseling to participants and caregivers facing chronic conditions and end of life issues.
- Assists with "On call" coverage on a rotating basis as needed
- Identifies problematic trends and/or service delivery outcomes not meeting established standards of care.
- Assists with the monitoring of contracted medical providers for compliance with standards of care.
- Attends pertinent health care conferences and courses to maintain knowledge of current trends in geriatric health care.
- Completes accurate and timely charting and paperwork
- Completes required forms and documentation.
- Responsible for participant safety, identifying safety hazards and implementing corrective actions.
- Maintains strict confidentiality of all participant information.
- Requires *occasional* use of personal vehicle for business purposes.
- All other duties assigned by the **Chief Medical Director**.

Core Job Functions for All Staff

- Attends and participates in staff meetings, in-services, projects and committees as assigned.
- Adheres to and knowledgeable of CEC policies, practices and procedures.
- Accepts assigned duties in a cooperative manner and performs all other related duties as assigned.
- Participates on task groups and committees, including the Quality Improvement Program

Working Conditions/Physical Demands

The working conditions and physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Working conditions and physical demands include:

- Ability to walk, sit and stand for extended periods of time.
- Ability to access all areas of the facility throughout the work day.
- Ability to hear, talk, taste and smell.
- Vision ability includes; peripheral, color, long distance, close proximity, depth perception and adjusting levels of focus.
- Ability to lift up to 50 lbs and move people/objects both short and long distances. (Staff are required to obtain assistance when attempting to lift or transfer objects over 50 lbs)
- Ability to move about with reasonable accommodation, reach turn, twist and touch.
- Requires constant hand grasp and finger dexterity; frequent sitting, standing, walking and repetitive leg and arm movements, occasional bending, reaching forward and overhead; squatting and kneeling.
- Ability to communicate verbally with an excellent comprehension of the English language.
- Work environment will fluctuate repeatedly throughout the day. Work is performed both indoors and outdoors in varying weather elements and occasionally inside of a vehicle.
- Working conditions can include exposure to odors, fumes, infections, dust, and dirt; which may be objectionable

Knowledge, Skills and Abilities

- Must have excellent written, oral and interpersonal skills including professional phone etiquette.
- Must have flexibility with work schedule and a high level of personal integrity.
- Must have working knowledge of physical, psychosocial, behavioral and family needs of the elderly.
- Must have knowledge of community health, social service delivery systems and the aging provider network within the service area.
- Must demonstrate on an ongoing basis the ability to develop and maintain good working relationships with co-workers and department heads while retaining strict confidentiality in all aspects of the position.
- Must have strong computer skills including 10key, typing, scanning and emailing while utilizing electronic health records, Microsoft Excel, Outlook and Word.
- Must have experience utilizing office equipment including phone systems, photocopiers and fax machines.
- Must be detail and accuracy oriented and complete tasks in a timely manner.
- Must be a team player with leadership ability.
- Must attend continuing education courses as needed.

Required Education, Licensure, Experience & Health

Licensure:

- Must be licensed to practice medicine in the State of Oklahoma
- Preferred to be board certified or board prepared in Internal Medicine or Family Practice
- Preferred advanced certifications in geriatrics

- Must have a State of Oklahoma Bureau of Narcotics & Dangerous Drugs (BNDD) number
- Must have Drug Enforcement Administration (DEA) Registration
- Current CPR certificate and first aid training
- Current Driver's License.
- Current Vehicle Insurance in compliance with the Cherokee Nation Motor Vehicle Usage and the CEC Transportation Policy and Procedure.
- A motor vehicle report (MVR) will be completed upon selection and then annually throughout employment. MVR must meet Cherokee Nation Risk Management driver eligibility criteria.

Experience:

- Must have 1 year of experience with the frail or elderly population.

Employee Health:

- Must be cleared of all communicable diseases upon hire and subsequently throughout employment
- Must provide proof of immunizations upon hire and subsequently throughout employment

Acknowledgement:

I agree to abide by the philosophy, practices, and protocols of the PACE organization.

I have read the above *Primary Care Provider-Physician* job description and fully understand the requirements set forth therein. I meet all the requirements of this position, and I can perform all essential functions of the job. I agree to abide by the requirements set forth in this document.

I understand the contents of this job description are presented as a matter of information only and as to Cherokee Elder Care's expectations for this position. This job description is not intended to give rise to contractual rights or obligations, or to be construed as a guarantee of employment for any specific period of time or for any specific type of work.

Furthermore, Cherokee Elder Care reserves the right to interpret, amend, modify or cancel, terminate or withdraw any or all sections or provisions of this job description at any time with or without notice.

Employee Signature

Date

HR Manager or other CEC representative

Date