



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Community Nurse Practitioner	
Position Number(s)	Community	Division/Region(s)
37-12412	Fort Providence	Community Health Services/Deh Cho

PURPOSE OF THE POSITION

The Community Nurse Practitioner (CNP) provides residents of Fort Providence with advance health assessment, diagnosis, intervention and follow-up care in accordance with Nurse Practitioner Acts, Regulations, Policies, Standards, Guidelines, Mission and the objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) and to ensure residents have access to timely, professional and sustainable health services required to maintain optimal health.

SCOPE

The NTHSSA administers all Regional Health and Social Services delivered through 3 Health Centers, 6 Community Health Stations and 1 Long Term Care Unit in the Deh Cho Region. NTHSSA provides, supports the delivery of Health and Social Services to adults and children on an outpatient and outreach basis as well as to residents of the Long Term Care Unit in order to enhance healthy communities, well-being through excellence, accountability and respect for regional diversity.

Located within the Fort Providence Health Centre and reporting directly to the Nurse in Charge (NIC), the incumbent will provide comprehensive advanced health assessment, make autonomous nursing and medical diagnosis, develop care plans, and provide treatment within the CNP's scope of practice to the residents of Fort Providence. Within the community, the Community Nurse Practitioner is the clinical leader providing advanced nursing skills, direction and leadership within the Primary Community Care Team.

The focus of the CNP is to improve a patient's health and ensure that the patients care needs

are met in the context of the patient's psychosocial and physical well-being. Particular emphasis on community development and health promotion as well as advanced knowledge and skills in assessment, nursing and medical diagnosis, intervention, treatment management, drug therapy and referral functions which are shared with physicians, pharmacists and other service providers is essential.

The CNP will provide advanced clinical practice, education, health promotion and leadership within the community in all areas including but not limited to the following: health promotion, illness and injury prevention, supportive, curative, rehabilitative, palliative and emergency care. The incumbent will also be required to collaborate with communities to increase the capacity for self-care and provide direction as an educator, leader, researcher and advanced practitioner.

The CNP will consult with and/or refer to other health professionals as appropriate (i.e. Physician in Fort Simpson or Physicians, Physiotherapists, Occupational Therapists in Yellowknife etc.), or a family's physician, at any point in the assessment of the client, or when planning, implementing or evaluating client care when the client's condition is such that: diagnosis and/or treatment plan is unclear or beyond the scope of the Community Nurse Practitioner to determine; care that is required approaches or reaches the limit of the scope of practice of the Community Nurse Practitioner; it is potentially life-threatening; or a chronic health problem destabilizes. The degree to which the family physician becomes involved may vary from: providing an opinion and recommendation; an opinion, recommendation and concurrent intervention; and/or accepting transfer of care of a client.

Services may be provided within the Community Health Centre, public settings, and schools or in a patient's home (i.e. elderly population) and are intended to promote a healthy way of life, decrease the incidence of death, disease, and injury. Services may be provided on an individual basis or as part of a multi-disciplinary team.

The CNP will be expected to travel to the satellite communities in order to provide care and services on a monthly basis or as needed.

RESPONSIBILITIES

1. Provide advanced clinical health assessment, diagnosis, nursing care and services to clients (individuals, families and groups) on a routine and emergency basis; To promote a healthy lifestyle, prevent and/or reduce incidence of disease, disability and death; To support rehabilitation, restore health and support the client to die comfortably and with dignity.

- Systematically assess individual health status through the collection of an appropriate history, physical assessment order and interpret diagnostic tests.
- Establish a diagnosis through analysis and synthesis of data from relevant sources, communicate health findings and establish a plan of care with client as well as involved health care providers when applicable.
- Develop a plan of care based on client need, independently or in consultation with a

physician and other members of the Primary Care Team.

- Implement a comprehensive care plan, which may include independent prescribing and dispensing of pharmaceuticals in accordance with established Acts, Regulations, Policies, Practices and safety procedures as well as non-pharmacological interventions.
- Incorporate appropriate complementary and traditional therapies that the client may be using or wish to use, if safe and no contradictions.
- Refer clients to other members of the Primary Care Team as determined by the client's needs and scope of practice. Communicate and plan ongoing care with other members of the Primary Care Team.
- Conduct family assessments to identify the broader implications for health within the family in a way that is culturally appropriate.
- Maintain dialogue with patients and family about the patient's condition and future plans as appropriate.
- Provide periodic review and monitoring to assist clients with stable conditions, to manage their health status.
- Review progress with the client and evaluate the care management outcomes.
- Recognize the need for crisis intervention and counseling for common, emergent or urgent psychosocial conditions/situations and take the necessary action.
- Recognize the cultural diversity of the community and incorporate this into the planning and delivery of services.
- Advocate for and respect the dignity and self-respect of patients.
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the Health Centre Team only with the patient's permission or as legally required, and within the Health Care Team on an appropriate need to know basis.
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources appropriate to their needs.
- Act in a manner consistent with their professional responsibilities and standards of practice.
- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient (assessments may involve taking and interpreting a variety of x-rays or laboratory tests in order to make appropriate diagnosis when the Community Nurse Practitioner has the knowledge, skill and judgment).

2. Develop, facilitate, implement and modify patient and family education/teaching based on the needs of the patient.

- Work with the Community Health Nurses to provide comprehensive community health programs (i.e. including but not limited to Well Child/Woman/Man clinics, pre and post-natal clinics, school health program, chronic disease clinic, immunization programs, communicable disease surveillance and treatment) according to GNWT Health Standards in order to protect, prevent and reduce the incidence of

communicable disease, to promote a healthy life style and to reduce the incidence of disability and/or death to all community members.

- Provide consultation with the other members of the Primary Community Care Team with regards to client plan of care.
- Facilitate the continuity and sustainability of care by involving other members of the Primary Community Care Team, other departments (i.e. education), family and community members as appropriate.
- Use holistic approach to facilitate learning of client and their families in relation to client illness or injury (i.e. self-care, health promotion etc.)
- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and leaning needs.
- Develop, revise and evaluate on an on-going basis, educational resources necessary to support patients.

3. In collaboration and partnership with clients and other Primary Community Care Team members and agencies, conduct health surveillance and preventative activities that may improve the health of the population.

- Conduct and participate in community needs assessment. Based on the results in collaboration with stakeholders, prioritize and develop culturally sensitive health promotion strategies.
- Understand, support and promote community participation in decision-making and ownership of constructive changes to enhance the community health.
- Promote public health policy.
- Evaluate and modify community health programs in partnership with community members.

4. Provide expert and specialized knowledge of primary health care related to nursing in the NWT and also provide functional direction and leadership for enhancing the integrated Services Delivery Model (ISDM).

- Articulate the role of the Community Nurse Practitioner to clients, general public and Primary
- Care Team.
- Provide coaching and clinical leadership to peers, students, and other members of the Primary
- Care Team to develop skill levels necessary to achieve the standard of care (i.e. including but not limited to being a preceptor or mentor for nursing staff, students or other members of the Primary Care Team).
- Collaborate with physicians, nursing colleagues and other members of the Primary Care Team to advocate health care environments that are conducive to health, wellbeing and ethical practice for patients and others in the setting.
- Facilitate and foster active communication, care coordination, collaboration and linkages between key stakeholders, within and outside the community.
- Orientation of new employees to unit specific programs and mandate.
- Participate in research and special project initiatives that contribute to evidence based practice.

- This includes reviewing literature on current clinical practice, recommending changes to clinical practice standards, protocols and procedures based on assessment of evidence and analysis of resource to implement change.
- Participate in committees and task forces as related to the role of the Community Nurse
- Practitioner (i.e. multi-disciplinary Primary Care Team).

WORKING CONDITIONS

*(Working Conditions identify the **unusual and unavoidable**, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)*

Physical Demands

From time to time (1-4 times per week at 15 minutes per incident) the incumbent will be required to lift, carry or support patients during the provision of patient care. This includes incapacitated patients within the Health Centre, Health Cabins and emergency patients coming to Health Centre/Health Cabins. In addition, on a regular basis the incumbent will be required to lift and move medical equipment and other supplies (often in excess of 25 lbs.)

Environmental Conditions

The incumbent will have moderate levels of exposure to communicable diseases (i.e. TB), blood (i.e. drawn from patients in sick clinic), processing of bodily fluids for transportation to the laboratory, bodily fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions), radiation from X-rays, loud noises and offensive or noxious odors that can result in potential health risks to the incumbent.

As a result of living in an isolated, northern community, the incumbent will be required to travel on small engine planes where each trip can range from .5 to 1.5 hours one way and on ice roads, which may range from 1.5 to 4.5 hours one way when traveling to and from the communities.

In addition, the incumbent will be exposed to all weather conditions (ranging from -40 to +30) when driving to and from client homes. The constant change in temperature (i.e. office-vehicle-home-vehicle) may make the incumbent sick.

Part of the Community Nurse Practitioner's day will be spent on administrative duties with the Health Centre or in an office setting.

Sensory Demands

50-75% of the incumbent's day will be spent providing direct patient care where the incumbent will be required to use the combined senses of touch, sight, smell and hearing during assessment and provision of care in a controlled work environment and occasionally uncontrolled setting (i.e. Client's home). These sensory demands can be further challenged by emergency situations in poor conditions (i.e. outside, in small plane, in vehicles, etc.)

Mental Demands

The Community Nurse Practitioner experiences constant demands from residents within the community who may require CNP care at any time (day or night) that may cause a significant disruption to the incumbent's family and social life. In addition, the incumbent may be subject to disruption in lifestyle due to the possibility of being on call or standby as required by the Health Centre (this will be determined by the Nurse Administrator / Nurse-in-Charge if permissible per applicable regulatory or legal bodies, such as RNANT/NU and CNPS (Canadian Nurses Protective Society)).

In addition, within the Health Centre and/or Health Cabin setting there can be significant unpredictability in the work place, with frequent interruptions (work is often dictated by external factors) that may lead to mental fatigue or stress.

From time to time Community Health Centers and/or Health Cabins may be required to provide services to abusive patients, individuals under the influence of drugs or alcohol and RCMP escorts. The Community Nurse Practitioner may be kicked, pushed, grabbed or verbally assaulted. These incidents may occur while the incumbent is on duty as well as when off duty (within a small community it is difficult to separate the individual from the position). As a result, there is a very real concern for safety and well-being, which may cause extreme levels of stress on the incumbent both during and after working hours.

The responsibility to make decisions in emergency situations in isolation from a hospital or other backup services may cause stress on the Community Nurse Practitioner (CNP). Other workplace factors that impact patient care may also be cause for stress (i.e. including but not limited to shortages in staff, shortages in supplies, weather related delays, patient non-compliance, etc.).

KNOWLEDGE, SKILLS AND ABILITIES

- The Community Nurse Practitioner must be able to make appropriate diagnosis of common illnesses, identify critical and destabilizing chronically ill patients and apply critical thinking when formalizing evaluations resulting in differential medical diagnosis. In addition, the incumbent must be able to implement appropriate treatment plans based on diagnosis within the Community Nurse Practitioner scope of practice.
- The Community Nurse Practitioner must have advanced knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) to ensure that the patients' physical, emotional, psychosocial, spiritual, educational and daily living needs are met in partnership with the primary care team.
- Educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Provide emergency care and treatment when the appropriate training and experience support this role in care provision, in accordance with standards, policies, and guidelines of the Department of Health and Social Services, NTHSSA and the RNANTNU.
- Effectively triage patient's health care needs.

- Knowledge of and ability to network resources within and outside NTHSSA (i.e. Social Services, Public Health, medevac teams etc.) in order to ensure support of patients and their families.
- Knowledge of best practices in primary health care and particularly public/community health.
- Conceptual understanding of the integrated Services Delivery Model (ISDM) and the application of Community Nurse Practitioner competencies to multi-disciplinary practice settings.
- Sensitivity to cultural, social and political issues in the NWT.
- Critique research studies and apply to practice where applicable/appropriate.
- Knowledge of all applicable GNWT legislation and regulations, standards, policies and guidelines related to advance nursing practice in order to provide current, relevant and feasible consultation services.
- Seasoned knowledge of management and an ability to coordinate a wide variety of activities and objectives.
- Contribute to the satisfaction of clients, caregivers, and colleagues in situations of extreme stress, addressing issues diplomatically and with empathy.
- Facilitate creative problem solving using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive and constructive thinking skills.
- Awareness of the importance of confidentiality and keeping patient's personal and medical information private and confidential at all times.
- Operate word processing applications (i.e. Microsoft Word) in order to complete training materials, presentations, electronic mail for correspondence and web browsers in order to conduct on-line research.

Typically, the above qualifications would be attained by:

Successful completion of a Nursing Degree, 2 years related nursing experience and a postgraduate education program as a Nurse Practitioner.

ADDITIONAL REQUIREMENTS

Deh Cho Region Requirements

Acquire within a reasonable time frame and remain current with the following training and/or certifications:

- WHMIS
- Standard First Aid and
- Certification in basic CPR
- ACLS

Training in emergency response as well as Class 5 Driver's License would be required.

Within the Northwest Territories Health and Social Services Authority Community Health Center the following training and/or certifications would be a definite asset:

- Transportation of Dangerous Goods
- PALS

- Standard x-ray processing (chest and extremities)
- Pharmaceutical process and procedures, and
- General laboratory functions.

Registered as a Nurse Practitioner with the RNANT/NU and have completed a satisfactory criminal record check.

Maintain current knowledge and enhance competencies relevant to Primary Care Practice through professional development activities, peer review and other continuing competency strategies.

Position Security (check one)

- ☐ No criminal records check required
- ✓ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one)

- ☐ French required
- ☐ French preferred
- ✓ French not required