



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Licensed Practical Nurse – Acute Care	
Position Number(s)	Community	Division/Region(s)
47-4696	Inuvik	Nursing Units / Acute Care/Beaufort-Delta

PURPOSE OF THE POSITION

Provides multifaceted basic nursing care to patients of the Acute Care Unit in accordance with established standards of nursing practice for Licensed Practical Nurses (LPN) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psychosocial, spiritual, educational and daily living needs are met.

SCOPE

The NTHSSA administers all regional health and social services delivered through the Inuvik Regional Hospital (IRH), a 47 in-patient bed accredited facility, 8 Community Health Centers; and seventeen other sites, including social services and dental therapy offices, public health clinics, elder's facilities, and various group homes. The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy communities well-being through excellence, accountability and respect for regional diversity

Located within the IRH and reporting directly to the Manager, Nursing Units, the Licensed Practical Nurse (LPN), Acute Care provides culturally sensitive care to patients of the 24- bed Acute Care unit.

The LPN, Acute Care is a member of the nursing team who determines patient status and responds to actual or potential health problems, plans and performs interventions and evaluates patient outcomes with the intention of maintaining or regaining client health.

Patients are admitted to the facility for a variety of reasons including medical disorders with predictable or non-predictable outcomes. Patients within the Acute Care Unit can be admitted for a wide variety of reasons including admissions for medical, surgical, pediatric, and obstetrical (including labor and delivery and newborn care), emergency, outpatients, special clinics, day surgery, recovery room, palliative care, interim ICU or psychiatric care. Some emergency patients are seen on an outpatient basis. Admitted patients require 24- hour nursing care and are usually required to stay anywhere from a day to several weeks depending upon the diagnosis and individualized treatment. Patients are usually visited by their physician at least once per day or more as required. As a result, the LPN may be called on to make independent day-to-day decisions regarding individual nursing care plans based on written medical orders verified by an RN on duty.

The LPN, Acute Care acts as a patient advocate and facilitates communication between the patient, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

Although the LPN provides direct nursing care to patients, when faced with unfamiliar situations or situations outside the LPNs scope of practice the LPN will refer the situation or problem to a Registered Nurse or the Team Leader, Acute Care for direction. The LPN will provide medications within their scope of practice and as defined by NTHSSA policy.

Depending on acuity and census, the LPN may be responsible for up to 6 patients at any one time, using sound judgment to provide care through independent nursing interventions and delegated medical orders from the physician. As a result of the medical nature of the patients and length of stay, the Acute Care Unit is often full or near capacity and requires continual assessment, monitoring and treatment of patients.

Based on patient census and acuity throughout the IRH the incumbent may be required to provide standardized nursing care in the Long Term Care Unit.

RESPONSIBILITIES

1. The LPN, Acute Care provides independent nursing care to patients requiring 24-hour medical and nursing treatment using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the Acute Unit.

- The LPN will assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying,
- Advocate the dignity and self-respect of patients,
- Promote the autonomy of residents 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 care team only with the patient's permission or as legally required,
 - Apply and promote principles of equity and fairness to assist residents in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of an LPN's practice.
- 2. The LPN, Acute Care facilitates, implements and modifies patient and family education/teaching based on the needs of the patient.**
- Use a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to patient 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 learning needs,
 - Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients, and
 - Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).
- 3. Advocate practice environments that have the organizational and the resource allocations necessary for safe, competent and ethical nursing care.**
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
 - Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,
 - Actively participates in team conferences.
 - Participates in disaster responses within the Acute Care Unit.
 - The LPN, Acute Care must have knowledge of an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the adult/pediatric patients' physical, emotional, psychosocial, spiritual, educational and daily living needs are met.
 - An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
 - Knowledge of biological, physical and behavioral sciences in order to recognize interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.

4. The LPN, Acute Care assumes accountability, within their scope of practice, for the standard of care delivered toward determining and achieving patient care goals.

- Communicate with other members of the health care team to provide continuity of care and promote collaborative efforts directed toward quality patient care,
- Participate in disaster responses within the Acute Care Unit
- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.
- Orientate new employees to unit specific programs and mandate, and
- Participate in committees, task forces, and research projects as related to the Acute Care Unit.

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

Between 50% and 75% of the incumbents day will be spent lifting, moving and supporting patients who are dependent on the nurses for support (i.e. toileting, turning, general mobility, etc.). Lifting of and physical support of patients within the Acute Care Unit may be done on an individual basis or as a group. In addition, the incumbent will be required to bend and stand in awkward positions while performing patient assessment or care.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risk to the incumbent.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within the Acute Care Unit.

Mental Demands

Patients within the Acute Care Unit can be very ill and require extended admissions in order to provide comprehensive care. The incumbent may be exposed to death/dying and other emotionally disturbing experiences where the incumbent is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

The LPN is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of residents and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- The LPN, Acute Care must have knowledge of and an ability to apply the nursing process (assessment, planning, implementation and evaluation) and practice to ensure that the patients' physical, emotional, psychosocial, spiritual, educational and daily living needs are met.
- An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Basic knowledge of biological, physical and behavioral sciences in order to recognize interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside the IRH (i.e. Social Services, Public Health, medevac teams etc.) In order to ensure support of patients and their families.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to - thermometers, NG tubes, sphygmomanometer, stretchers, blood glucose monitors, Kangaroo pumps, suction tubes, etc.)
- An ability to effectively operate non-medical equipment used during the care of patients within Acute Care (these include but are not limited to lifts, wheel chairs, bathing equipment, laundry equipment, kitchen, etc.).

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Licensed Practical Nursing Program and two years recent experience in an acute care setting.

ADDITIONAL REQUIREMENTS

Beaufort-Delta Regional Requirements

Within the IRH all LPNs must be able to acquire within a reasonable time frame and remain current with the following training and/or certifications:

- Non-Violent Crisis intervention,
- Blood Glucose Monitoring,
- WHMIS,
- Back Care,

- Disaster Plan Training,
- internet and e-mail applications,
- Fire training, and
- Certification in basic CPR.

In addition, the LPN, Acute Care must be able to acquire within a reasonable time frame and remain current with the following training or certification:

- NRP (lessons 1-4)
- Immunizations
- Pharmacology, Medication Administration
- Physical Assessment, and
- IV Therapy for LPN's.

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