



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Relief Licensed Practical Nurse - Emergency	
Position Number(s)	Community	Division/Region(s)
17-11909	Yellowknife	Critical Care Services/Stanton

PURPOSE OF THE POSITION

Provides nursing care to patients adult and pediatric patients ranging from non-urgent to life threatening or resuscitation in accordance with established standards for Licensed Practical Nurses (LPNs) and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho-social, educational and spiritual needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchʼo regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchʼo Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

Stanton Territorial Hospital is an accredited facility in Yellowknife, and is a referral center for approximately 40,000 regional residents of the Western Arctic and Nunavut (Kitikmeot Region). Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located within Stanton Territorial Hospital and reporting directly to the Manager, Critical Care Services there are 3 LPNs who provide culturally sensitive nursing care to a wide variety of patients of the 11 bed Emergency Unit. During any shift 1 LPN will be working with 3 Registered Nurses, Emergency.

The Relief LPN, Emergency is a member of the nursing team who provides direct nursing care to patients ranging from non-urgent to critically ill or requiring resuscitation where the outcomes are often unpredictable and the patients may be unstable. The Relief LPN, Emergency acts as a patient advocate and facilitates communication between the patient, family and the Registered Nurse 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. The Relief LPN carries a patient load ranging from 1 to 5 patients depending on patient census and acuity. Although the LPNs provide 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 the Team Leader (RN) for direction. LPNs cannot legally act on medication orders from physicians within their scope of practice (i.e. an LPN is unable to provide the following, but not limited to, giving intramuscular injections, starting IVs, administering narcotics, etc.). The Relief LPN may assist the Physician with invasive procedures (within the LPNs Scope of Practice) as required to save a patient's life. There is always a physician on duty within the Emergency Unit but based on patient census may not always be immediately available.

Within the Emergency Unit patient census can change rapidly. As a result, LPNs within the unit are often required to take proactive steps to treat a patient before the physician is available. Often patient count can exceed capacity within the Emergency Unit requiring that the registered nurses and LPNs come up with creative solutions.

Based on patient census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of an LPN's practice.

RESPONSIBILITIES

- 1. Provides direct nursing care to a wide variety of adult and/or pediatric patients requiring immediate medical 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.

- The Relief Licensed Practical Nurse will assess, plan, implement, document and evaluate care in conjunction with the RN 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 in the process of dying,
- Advocate 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 care team only with the patient's permission or as legally required,
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs,
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice, and

2. The Relief LPN, Emergency 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 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 resource allocations necessary for safe, competent and ethical nursing care.

- Collaborate with nursing colleagues and other members of the health 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,
- Orientation of new LPN employees only to unit specific programs and mandate, and
- Participates in committees, task forces, and research projects as related to the Emergency Unit and Stanton.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting patients. Lifting of and physical support of patients within Emergency 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 position while performing patient assessment or care.

In addition as a result of the high patient census and fast paced nature of the Emergency Unit the Relief LPN, Emergency will spend significant amounts of time walking or rushing from room to room in order to provide patient care which may cause substantial levels of fatigue and physical distress.

Environmental Conditions

During their shift (100% of time) an incumbent will have significant levels of exposure to communicable diseases, blood (i.e. patients who have recently experienced severe trauma and are often bleeding or draining fluids which require continual cleaning and re-dressing) and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in significant health risks to the incumbent.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going triage, assessment and continuous observation of patients within the Emergency Unit. Appropriate assessment of patients could easily be the difference between life and death.

Mental Demands

The incumbents may be exposed to death/dying and other emotionally disturbing experiences. The Relief LPN, Emergency 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.

The Emergency Unit is often the most volatile nursing unit with the hospital with very abusive patients, people under the influence of alcohol and/or drugs and RCMP escorts. LPNs, Emergency are often kicked, pushed, grabbed or verbally assaulted (up to five reports a week with many additional incidents going unreported). 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.

KNOWLEDGE, SKILLS AND ABILITIES

- The Relief LPN, Emergency 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, psycho-social, spiritual and educational needs are met.
- As Stanton specialists in Emergency the LPN, Emergency must be able to provide training, advice and assessment using specialized equipment, medications, tools and techniques.
- 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 Stanton (i.e. Social Services, Public Health, medivac 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, pulse oximeters, stretchers, blood pressure cuffs, sphygmomanometer, etc.)

Typically, the above qualifications would be attained by:

The successful completion of a Licensed Practical Nursing Certificate and two years recent LPN experience in a critical care setting.

ADDITIONAL REQUIREMENTS

Stanton Territorial Hospital Requirements

Within the Stanton Territorial Hospital LPN's must be licensed with the GNWT Registrar of Professional Licensing and have successfully completed a criminal record check.

Within the Stanton Territorial Hospital all Licensed Practical Nurses must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Aboriginal Cultural Awareness
- Biohazardous Waste
- Biosafety and Biosecurity
- Emergency Response
- Fire Extinguisher Training
- Fire Training
- FIT Testing
- Infection Control
- Nonviolent Crisis Intervention (NCI)
- Nursing Information Systems Saskatchewan (NISS) Theory

- Privacy and Confidentiality
- Workplace Bullying
- Workplace Hazardous Materials Information Systems (WHMIS)
- Workplace Safety Awareness
- Blood Glucose Monitoring and/or point of care Glucose Monitoring
- Internet and e-mail applications
- Basic Life Support (BLS)

To function as an LPN, Emergency within Stanton, the following training and/or certifications must be attained and maintained:

- Advanced suctioning
- IV Therapy for LPNs
- Monitoring of gastric tube feeds
- Complex dressings
- Administration of Medications

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 if applicable)

- ☐ French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - READING COMPREHENSION:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - WRITING SKILLS:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

Aboriginal language: To choose a language, click here.

- ☐ Required
- ☐ Preferred

CERTIFICATION