



## **IDENTIFICATION**

<b>Department</b>	<b>Position Title</b>	
Northwest Territories Health and Social Services Authority	Relief Licensed Practical Nurse, Medicine	
<b>Position Number</b>	<b>Community</b>	<b>Division/Region</b>
17-11919	Yellowknife	Medicine and Surgery / Stanton

## **PURPOSE OF THE POSITION**

The Relief Licensed Practical Nurse, Medicine provides nursing care to patients in the medicine unit in accordance with established standards of nursing practice 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, spiritual and educational 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 Tłı̨chǫ 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 Tłı̨chǫ 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 (STH) is an accredited facility, located in Yellowknife, NWT, and is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. Stanton maintains a tobacco free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

Located within Stanton and reporting directly to the Manager, Medicine and Surgery, the Relief Licensed Practical Nurse (LPN), Medicine is a member of the nursing team who provides direct nursing care to patients who have medical disorders with predictable outcomes and collaborative care to patients with an unpredictable outcome. The LPN, 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 LPN carries a patient load of 5 to 7 patients depending on 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 Registered Nurse, Medicine 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 medications, etc.).

Patients within the Medicine Unit are usually adults experiencing respiratory, cardiovascular, organ disease and or any other disorder requiring medical treatment and are usually required to stay from an average of 3-10 days depending upon the diagnosis and individualized treatment. Patients within this unit are not usually but may be surgical patients and require 24-hour professional nursing services. Patients within the Unit are visited a minimum of once per day or more frequently as required by their physician. 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.

Patients within the Medicine Unit are often very ill and require extended stays within the Unit in order to provide comprehensive care. The incumbent may be exposed to death/dying and other emotionally disturbing experiences. The LPN, Medicine 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.

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.

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.

## **RESPONSIBILITIES**

- 1. Provides practical nursing care to patients admitted to the Medical Unit using a problem solving approach and in accordance with the standards, guidelines and scope of practical nursing practice to facilitate individualized nursing care to patients of the Medical 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 in the process of dying.
  - Advocate the dignity and self-respect of patients.
  - Promote the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services.
  - Safeguard the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the patients permission or as legally required.
  - Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and health services and resources proportionate to their needs.
  - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- 2. The LPN, Medicine 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.
  - 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.**
  - 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 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.
  - Participate in committees, task forces, and research projects as related to the Medicine Unit.

## **WORKING CONDITIONS**

### **Physical Demands**

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting patients who require total care (i.e. toileting, turning, general mobility, etc.). Lifting of and physical support of patients within Medicine 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).

### **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/residents within the Medicine Unit.

### **Mental Demands**

Within the health care setting there can be frequent interruptions and a significant lack of control over the work pace.

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

## **KNOWLEDGE, SKILLS AND ABILITIES**

- 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.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge fundamentals 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, medevac teams etc.) in order to ensure support of patients and their families.
- Ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Ability to operate and/or use standard medical equipment (such as but not limited to - monitoring peripheral IV lines, thermometers, stretchers, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)
- Ability to effectively operate non-medical equipment used during the care of patients (these include but are not limited to lifts, wheel chairs, bathing equipment, etc.).

**Typically, the above qualifications would be attained by:**

A Licensed Practical Nursing (LPN) Certificate and a minimum of one (1) year of experience.

**ADDITIONAL REQUIREMENTS**

Proof of immunization in keeping with current public health practices is required.

**Stanton Territorial Hospital Requirements**

Within STH, LPNs must be licensed with the GNWT Registrar of Professional Licensing, and must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Immunizations
- Non-Violent Crisis Intervention,
- Blood Glucose Monitoring,
- WHMIS,
- Internet and e-mail applications,
- Fire training, and
- Certification in basic CPR
- Biosafety

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

- IV Therapy for LPNs
- Gastric tubes, and
- Complex dressings,
- Administration of Basic Medications
- Urinary Catheterizations

**Position Security**

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

**Indigenous language: Select language**

Required  Preferred