



IDENTIFICATION

Department	Position Title	
Tlicho Community Services Agency	Nurse Practitioner	
Position Number(s)	Community	Division/Region(s)
27-11835; 27-05630	Behchoko	Health & Social Program/Tlicho

PURPOSE OF THE POSITION

The Nurse Practitioner is an autonomous practitioner who will provide clients with advanced health assessment, diagnosis, intervention and appropriate follow up care in accordance with legislation, regulations, standards, policies, guidelines, and the mission and objectives of the Tlicho Community Services Agency to ensure clients receive timely health assessment and diagnosis, optimum support and continuity of care. Working in collaboration with health team colleagues, the Nurse Practitioner initiates, implements and supports research-based health services required to maintain or restore clients' optimal health. The incumbent fosters a workplace culture dedicated to achieving clinical outcomes, professional mentorship, client advocacy and education, and the goals of the Tlicho Agreement in a manner that is respectful of Tlicho language and traditions.

SCOPE

The TCSA administers all regional health and social programs delivered to a population of approximately 3000 residents of the Tlicho region through 3 Community Health Centers, 1 Community Health Station as well as the residents of the Jimmy Erasmus Seniors Home. The TCSA provides and supports the delivery of health care services to adults and children on an outpatient and outreach basis in order to enhance healthy communities' wellbeing through excellence, accountability and respect for regional diversity.

Located within the Behchoko Health Centre and reporting directly to the Nurse in Charge (NIC) the Nurse Practitioner provides 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; support rehabilitation and restore health; or support the client to die comfortably

and with dignity. The incumbent develops care plans and provides treatment within the Nurse Practitioner scope of practice. The Nurse Practitioner may be required to travel to the outlying communities of Gameti, Whati and Wek'weeti to provide service. The incumbent may also be required to provide on-call emergency coverage evenings and weekends on a rotational basis in Behchoko.

The Nurse Practitioner (NP) applies graduate educational preparation, relevant biomedical and social theories, and in-depth knowledge of advanced nursing practice and theory, health management, health promotion, research, disease/injury prevention and expertise to provide comprehensive health services to the residents of the Tlicho region.

The incumbent works in collaboration with all members of the primary health care team, clients, community, social workers, health and wellness workers, mental health, Justice and Education personnel, in a variety of contexts and practice settings to increase the capacity of clients and communities for self-care and self-direction.

The Nurse Practitioner works autonomously within a collaborative model to provide primary care to clients with acute illness, injury, or stable chronic health problems, including diagnosis, ordering and interpreting selected tests, prescribing and monitoring the effectiveness of selected drugs and/or interventions, and writing prescription or treatment orders, which will be acted upon by other health professionals (i.e., pharmacists, nurses, etc.). The Nurse Practitioner will consult with and/or refer to other health professionals as appropriate (i.e., physician, physiotherapists, occupational therapists, etc.), 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 NP to determine; care that is required approaches or reaches the limits of the incumbent's scope of practice; it is potentially life threatening; or a chronic health problem destabilizes. The degree to which the physician becomes involved may vary from: providing an opinion and recommendation; an opinion, recommendation and concurrent intervention; and/or assuming primary responsibility for the care of the client.

The NP will provide 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. Particular emphasis on community development and health promotion is essential.

The incumbent also provides mentorship and guidance to Nursing and Nurse Practitioner students and TCSA nurses seeking development in advanced practice. Nurse Practitioner services and mentorship of students and nurses may be provided within the Community Health Centre, public settings, and schools or in a patient's home (i.e., elderly population). Services may be provided on an individual basis or as part of a multi-disciplinary team.

Failure to maintain and enhance health care delivery standards; participate effectively in integrated service initiatives; and comply with legislation, guidelines and policies will have a direct and immediate impact on the quality of life for patients, clients, their families and other health care staff, as well as on the credibility of the Agency as a service provider.

RESPONSIBILITIES

1. Health Assessment and Diagnosis.

- Performs a focused and/or advanced comprehensive health assessment based on clients' needs and life stage.
- Takes a health history which includes physical, psychosocial, emotional, ethnic, cultural and spiritual dimensions as appropriate to the clients' circumstances.
- Synthesizes assessment information using critical inquiry and clinical reasoning to diagnose health and health risks.
- Orders and/or performs selected screening and diagnostic investigations, interprets results, and assumes responsibility for follow-up.
- Diagnoses disease, disorders, injuries and conditions, and identifies health needs.
- Communicates health assessment findings and/or diagnosis, including outcomes and prognosis.

2. Therapeutic Management.

- Establishes and implements a comprehensive plan of care with the client, independently or in consultation with a physician or other members of the primary community care team.
- May prescribe and dispense pharmaceuticals and/or order non-pharmacological interventions, based on clients' health history, disease, disorder, condition, stage of life, and individual circumstances.
- Initiates interventions to stabilize clients in emergency situations.
- Coordinates and facilitates client care with other health providers, agencies and community resources.
- Monitors, evaluates, and revises plan of care and therapeutic intervention based on current evidence-informed practice, client goals, preferences, health status, and outcomes.
- Incorporates appropriate complementary and traditional therapies that the client may be using or wish to use, if they are safe and not contraindicated.
- Reviews progress with the client and evaluates the care management outcomes.
- Facilitates the continuity and sustainability of care by involving other members of the primary care team, other departments (e.g., Education), family and community members as appropriate.
- Recognizes the need for crisis intervention and counselling for common, emergent or urgent psychosocial conditions and situations and takes necessary action.

- Safeguards 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, and within the health care team on an appropriate need to know basis.

3. Health promotion and prevention of illness and injury.

- In participation with community members and the primary community care team, develops and implements programs to address client needs (e.g., adult health clinics, pre- and post-natal clinics, chronic disease clinic, school health program, immunization programs, and communicable disease surveillance.
- Initiates or participates in strategies to address client and/or population health implications: In a variety of practice settings, leads and/or collaborates with other health team members, other professions and sectors, and/or community initiatives that promote health and/or reduce the risk of complications, illness, and injury for individual clients, client groups, and/or population groups.
- Initiates and/or participates in the development and implementation of evaluation processes, including identification of indicators for monitoring processes, services and interventions.

4. Educates patients and families and advocates on their behalf.

- Creates an environment in which effective communication can take place.
- Recognizes the cultural diversity of the community and incorporates this into the planning and delivery of services.
- Conducts family assessments to identify the broader implications for health within the family in a way that is culturally appropriate.
- Maintains dialogue with patients and family about the patient's condition and future plans as appropriate.
- Advocates for and respects the dignity and self-respect of patients.
- Promotes the autonomy of patients and helps them to express their health needs and values to obtain appropriate information and services.
- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Develops, revises, and evaluates on an ongoing basis, educational resources necessary to support patients.
- Uses a holistic and culturally appropriate approach to facilitate learning by clients and their families in relation to patient illness or injury (i.e., self-care, health promotion, etc.).
- Collaborates with family physicians, nursing colleagues and other members of the primary community care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others.
- Explains the role of the Nurse Practitioner to clients, the general public and primary

community care team.

5. Facilitates professional development and research in areas of advanced practice.

- Under the direction of the Nurse-in-Charge or the Manager, Health Services, studies issues of regional or local concern to inform TCSA policy decisions.
- Provides clinical support and mentorship to new Nursing graduates to facilitate competency acquisition and consolidation.
- Assists students and/or nurses in identifying opportunities to consolidate or acquire required or advanced skills and abilities.
- Assists nurses and/or students to access training/development programs which address identified areas for professional growth.
- Provides leadership for enhancing the Integrated Service Delivery Model.
- Serves as a liaison with outside researchers.
- Participates 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 an assessment of evidence, and analysis of resources to implement change.
- Participates in committees and task forces related to the role of the Nurse Practitioner (i.e., multi-disciplinary primary community care team).

6. Provides relief services in the absence of the Nurse Practitioner when required in Gameti, Whati and Wek'weeti.

- Continues the delivery of:
 - 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);
 - A wide variety of community health clinics (both pre-packaged and requiring development by the incumbent to fit community needs);
 - Specialty clinics with physician specialists or other health care providers (i.e. Ophthalmic Technologists, Dental Therapists, etc.).
 - Acts as a resource for other community based health care workers: Licensed Practical Nurse (Clinical), CHN, CHR, Home Support Workers, etc.
- Promotes a safe and healthy environment in homes, schools and throughout the community.

7. Maintain a safe and respectful workplace for employees and patients/clients

- All employees have a professional and personal responsibility to perform their duties to health and safety regulations, standards, practices and procedures.
- All employees need to ensure our Workplace Health and Safety Committee works effectively, with a shared purpose of continuous quality improvement in health and safety.

- All employees play an active role in workplace health and safety through their daily management: identifying prevention opportunities, investigating potential risks and accidents, and applying timely corrective measures.
- A healthy, safe and respectful workplace, where employees can provide quality service under safe conditions, is everyone's responsibility.

WORKING CONDITIONS

Physical Demands

Approximately 1-2 times per week at 10 minutes per incident the incumbent will be required to lift, carry or support patients while providing patient care. This includes incapacitated patients within the Health Centre and emergency patients coming to the Health Centre. The incumbent will also be required to lift and move medical equipment and other supplies (often in excess of 20 pounds) on a regular basis.

Environmental Conditions

For entire shifts the incumbent will have moderate levels of exposure to: communicable diseases (e.g., tuberculosis); blood drawn from patients in sick clinic and during the processing of body fluids for transportation to the Stanton Territorial Hospital laboratory; other body fluid; and hazardous materials (sharps, toxic cleaning and sterilizing solutions); that can result in potential health risks to the incumbent.

Travel by road and aircraft occurs during all seasons when at times weather conditions are poor. Duty travel involves absences from the Health Centre and from home. Unforeseen weather conditions may disrupt work plans and home life.

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 controlled (i.e. clinic) and occasionally uncontrolled (i.e. client's home) settings. These sensory demands can be further challenged by emergency situations in poor conditions (e.g., outdoors, in vehicles, etc.).

Mental Demands

Responding to the daily needs of staff, clients and their family members can be professionally stressful. Residents may require Nurse Practitioner care at any time (day or night, on or off duty), which may disrupt the incumbent's family and social life, causing personal stress for the incumbent and the incumbent's family.

From time to time Community Health Centers provide nursing services to abusive patients, individuals under the influence of drugs or alcohol and/or RCMP escorts, at which time the Nurse Practitioner may be verbally or physically assaulted. The incumbent may experience significant stress at these times, due to a very real concern for safety and well-being.

The incumbent must be able to maintain a positive attitude when responding to all of these situations, and must have the ability to deal effectively with angry and frustrated people. Patience, tact, and sound judgment are required as well as the ability to use non-violent crisis intervention techniques, at all times with due regard for Tlicho culture and traditions.

KNOWLEDGE, SKILLS AND ABILITIES

- Conceptual understanding of the model of Integrated Community Care delivery.
- Advanced knowledge of and ability to apply advanced nursing processes (assessment, planning, implementation and evaluation).
- Knowledge of all applicable GNWT legislation and regulations, standards, policies and guidelines related to advanced nursing practice.
- Clinical skills within the NP scope of practice to:
 - Perform comprehensive health assessments;
 - Diagnose health and illness conditions;
 - Treat and manage illness conditions;
 - Order and interpret diagnostic tests;
 - Prescribe medications;
 - Provide emergency care and treatment;
 - Provide care in a framework of cost-effectiveness and sustainability.
- Ability to:
 - Assess and apply theories and models of care;
 - Analyze and apply research findings;
 - Assess population health trends and patterns;
 - Network resources (e.g., Social Services, Public Health, medevac teams, etc.);
 - Counsel clients and/or groups on treatment and management of acute and chronic illness;
 - Educate patients and their families on appropriate self-care methods;
 - Contribute to the satisfaction and goodwill of clients, colleagues and co-workers;
 - Deal with caregivers and health care workers in situations of extreme stress and cope with these situations diplomatically and with empathy;
 - Set and meet personal professional development goals;
 - Keep personal and medical information private and confidential at all times;
 - Use word processing programs, email, and the Internet (for on-line research).
- Sensitivity to the cultural, social and political issues in the NWT.

GNWT Generic Competencies for Professionals

- **Flexibility (Adapts Tactics)**—An ability to adapt to fit the situation or person faced and decide what to do based on the situation.
- **Valuing Diversity (Monitors and Modifies Own Behaviour)**—An ability to monitor and evaluate one's own beliefs and behaviours with regard to prejudices and personal bias, and practice new behaviours as appropriate (cross-cultural awareness).

- Self-development (Plans Personal Development)—An ability to anticipate what personal skills and competencies will be needed to meet future job or situational demands and put long-term self-development plans into action to prepare self to meet these future needs.
- Listening, Understanding and Responding (Effective Use of Empathy)—An ability to demonstrate accurate insight into other people's/groups behaviour and motivation and respond appropriately.
- Client Service Orientation (Addresses Underlying Needs)—An ability to seek out information about the real, underlying need of the client, beyond those expressed initially, and match these to available services).
- Writing Skills (Writes Coherently)—An ability to produce written documents which are clear with respect to content and easy to understand.
- Teamwork and Cooperation (Expresses Positive Expectations of Team)—An ability to express positive expectations of others in terms of their abilities, expected contributions, etc. This includes speaking of team members in positive terms and showing respect for others' intelligence by appealing to reason.
- Expertise (Volunteers Extra Knowledge)—An ability to go beyond just answering questions, to add extra knowledge, greater understanding, or to help influence an internal or external client.

Typically, the above qualifications would be attained by:

This level of knowledge, skills, and abilities is typically attained through:

1. The successful completion of a Nursing Degree
2. A Master's Degree, qualifying the incumbent as a Nurse Practitioner
3. 2 year's recent NP experience in an emergency department setting or community health center.
4. The incumbent must be registered as a Nurse Practitioner with the RNANT/NU in good standing and have completed a satisfactory criminal record check.
5. It is expected that the Nurse Practitioner will maintain current knowledge and enhance competencies relevant to primary community care practice through professional development activities, peer review, and other continuing competency strategies

ADDITIONAL REQUIREMENTS

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