



## IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Nurse in Charge (NIC)	
Position Number	Community	Division/Region
47-5730	Aklavik	Community Health Centres / Beaufort Delta

## PURPOSE OF THE POSITION

The Nurse in Charge is responsible to manage the provision of community health services for Aklavik, in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure the provision of safe standardized health care to the residents of the communities.

## 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 and Metis. Health and social services (HSS) 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 HSS 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 and guidelines for the entire Northwest Territories in accordance with legislation, policy and standards set by the Department of Health and Social Services (DHSS). 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.

Located within the Aklavik Health Centre and reporting directly to the Regional Manager, Community Health Centres, the Nurse in Charge (NIC) manages the delivery of community health services to a population of approximately 700 residents. The health centre in Aklavik is the sole health facility and supports approximately 6000 encounters per year. Community health services are provided by the NIC and Community Health Nurses (CHNs). Services include providing non-emergency medical care, responding to medical emergencies and the delivery of programs designed to promote community health and wellness. The provisions of critical incident services are supported by a physician via teleconference.

Community Health Services are provided by the NIC and CHNs who report directly to the NIC. Services include providing non-emergency medical care; responding to medical emergencies that require decision making outside of the usual policies, procedures and standards of nursing care; and delivers nursing programs designed to promote community health and wellness (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, etc.). The provisions of critical incident services are supported by a physician over the telephone when communications links are available. From time to time (1- 2 times per week at 10 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, emergency patients coming to the Health Centre and emergency patients who need emergency transportation. The incumbent may be required to lift, carry or support the patient into a vehicle, boat or aircraft.

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

The Nurse in Charge directly supervises CHNs, Caretaker / Housekeeper, Clerk / Receptionist and relief staff, as well as supervision and administrative guidance and direction to Home Support Workers, Elder Day Program Recreation Coordinator, Community Health Representative who receive program direction from their program specific manager in Inuvik.

The NIC manages a \$1.4 million (approximate) budget allocated to provide standardized health care programs and services, as determined by the DHSS and the NTHSSA.

The NIC is an RN who models and promotes excellence through the hands on delivery of nursing care to patients or by providing seasoned advice and/or recommendations to CHNs when faced with difficult or unusual situations. The incumbent helps guide nurses from task orientation to more empowered analytical thinking and care giving approaches. These services have a direct impact on the quality of services delivered to clients and their families, and on the cost of the services provided.

In Aklavik the NIC will be required to provide on-call coverage on a rotational basis with the CHNs during the evening and weekends to provide emergency nursing care.

## **RESPONSIBILITIES**

### **1. Manage and coordinate the delivery of nursing services through the Community.**

- Monitor staffing patterns (all staff) of the health center and organize the necessary human resources to meet operational requirements.
- Review and approve bi-weekly electronic timecards.
- Ensure that the stock of Health Centre supplies (medical and non-medical) is adequate and arrange for the ordering of supplies as required.
- Manage the performance of staff (i.e. performance appraisals, progressive discipline).
- Review monthly variance reports and recommend the reallocation of funding to ensure adequate funds for the delivery of health care programs.
- Collect and interpret unit statistics for management.

### **2. Monitor the quality of nursing care within the Health Centre and identify training requirements of staff within the Centre in order to effectively meet the health care needs of residents within the communities.**

- Conduct audits on the delivery of nursing services by individual nurses and identify learning needs, develop nurse specific training plans and facilitate or arrange for the delivery of training identified within the specific training plans.
- Conduct audits to determine Health Centre wide training requirements and arrange for the delivery of appropriate training accordingly.
- Coordinate services with outside agencies/centers/institutions to facilitate a clients' return to optimal health.
- Recommend revisions and Implement policies and standards of nursing care within the Health Centre.

### **3. Advocate practice environments that have the organization 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 nurses, peers 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 staff.
- Participate in research (i.e. flu watch), special projects (new immunization programs) and monthly interagency meetings or committees to plan, implement and evaluate joint projects related to the community's health status.

### **4. Model excellence by providing comprehensive community health programs (i.e. including but not limited to Well-Child/Woman/ Man clinics, pre and post-natal clinics, school health program(s), chronic disease clinic, immunization programs, communicable disease surveillance and treatment) according to the Government of the Northwest Territories (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.**

- Deliver a wide variety of community health clinics (both prepackaged and requiring development by the incumbent to fit community needs).
- Assist in the arranging of, and participate in specialty clinics with physician specialists or other health care providers (i.e. Ophthalmic Technologists, Dental Therapists, etc.).
- Evaluate community health programs on a continuing basis and modify programs for appropriateness.
- Act as a resource for other community based health care workers (Community Health Representatives, Home Support Workers, etc.).
- Promote a safe and healthy environment in homes, schools and throughout the community.

**5. Model excellence by providing direct nursing care to patients using a problem solving approach and in accordance with the standards, guidelines, and scope of professional nursing practice to facilitate care of patients.**

- 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 x-rays of extremities and/or lungs in order to make appropriate diagnosis).
- Coordinate the admission and transfer (including medevac) of patients based on the identification of abnormal findings, critical nature of a patient and consultation with a physician in Inuvik to ensure the patient receives appropriate care.
- Assist patients to achieve their optimum level of health in situation of normal health, illness, injury, or through the process of dying
- Advocate the dignity and self-aspect 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.
- Package and transport biological samples and pharmaceutical materials.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

**6. Model excellence by facilitating, implementing and modifying patient and family educational/teaching based on the needs of the patient.**

- Use a holistic approach to facilitate individual learning of patients and their families 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.
- Develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients.

## **WORKING CONDITIONS**

### **Physical Demands**

No unusual demands.

### **Environmental Conditions**

For entire shifts the incumbent will have moderate levels of exposure to communicable diseases (i.e. TB), blood (i.e. drawn from patients in sick clinic and during the processing of body fluids for transportation to the IRH Laboratory), body fluid and 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 within the Health Care Centre.)

### **Mental Demands**

The NIC experiences constant demands from residents within the community who may require nursing care any time day or night.

The incumbent is subject to 7+ day's on-call per month where it is normal for the individual on standby to be called back into work several times per day or night.

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions (work is often dictated by external factors).

The NIC must be able to provide medical guidance and intervention to subordinates without the availability of a physician in the community. This may occur after regular hours of operation (even when the incumbent is not on call).

The incumbent works in a secure environment and interaction with clients who may become agitated, potentially hostile and unpredictable could result in exposure to high-risk situations. As a result, there is a real concern for safety and well-being.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of and ability to apply and assess the nursing process (assessment, planning, implementation and evaluation) and current nursing practice (including public health) to ensure that the patients' physical, emotional, psychosocial, spiritual and educational needs are met.
- Knowledge of advanced 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 education principles related to adult learners in order to develop and deliver subject specific training and development.

- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word), electronic mail and the internet.
- Knowledge and ability to apply sanctioned transferable medical functions as outlined in the GNWT Clinical Practice Guidelines, policies and guidelines (i.e. pap smears).
- Knowledge of and an ability to network resources within and outside the NTHSSA (i.e. Social Services, Public Health, medevac teams etc.) in order to ensure support of patients and their families.
- Ability to provide emergency care and treatment as the position is required to perform transferred medical functions beyond normal hospital training. This includes an ability to perform advanced nursing functions such as but not limited to: suturing, venipuncture for all age groups and immunization techniques.
- Ability to operate and/or use standard medical equipment (such as but not limited to ECG, peripheral IV pumps and lines, stretchers, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter)
- Ability to perform basic laboratory functions such as but not limited to: ESR, WBC, HGB, blood smears, pregnancy tests, microscopic exam of specimens, various swab specimens, the preparation of specimens for culture and sensitivity, interpret ECGs and quality control of laboratory machinery.
- Ability to perform radiological examinations (X-rays) of the chest and extremities.
- Ability to apply and remove casts or splints.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Ability to supervise and support staff.
- Ability to acquire knowledge regarding privacy and confidentiality policies and relevant acts and to ensure all personal and medical information is kept private and confidential at all times.

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

A Nursing Degree and three (3) years of recent nursing experience with at least one (1) year in a northern health center and six (6) months of supervisory experience.

**ADDITIONAL REQUIREMENTS**

Training in emergency response would be an asset. Canadian Nursing Association Certifications are desirable.

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

**Beaufort Delta Regional Requirements:**

Within the NTHSSA Beaufort Region all RNs must be registered with the Registered Nurses Association of the Northwest Territories and Nunavut and must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- WHMIS
- Fire training

- RNANT/NU Licensing
- Certification in basic CPR

Within the Community Health Centre all nurses must be able to acquire and remain current with the following training.

- Transportation of Dangerous Goods
- Standard X-ray processing (chest and extremities)
- Pharmaceutical process and procedures
- General laboratory functions

### **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