



IDENTIFICATION

Department		Position Title	
Northwest Territories Health and Social Services Authority		Relief Community Health Nurse, Correctional Health Services	
Position Number	Community	Division/Region	
48-11796	Yellowknife	Mental Health and Community Wellness, HQ	

PURPOSE OF THE POSITION

The Relief Community Health Nurse, Correctional Health Services, provides direct care that promotes health and meets the medical needs of clients within the centre, and ensures that the clients' safety, physical, emotional, psychosocial, spiritual and educational needs are met in accordance with best practice standards.

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 Tłıchǫ 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 Tłıchǫ 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.

Located in Yellowknife, the Relief Community Health Nurse, Correctional Health Services (CHN) reports to the Territorial Manager, Correctional Health Services, and is physically located within the correctional facilities in the NWT. In accordance with established standards of nursing practice the CHN, Correctional Health Services, will promote the health and wellness of patients within the correctional facility, act as a patient advocate, and provide non-emergency medical care; respond to medical crisis that may require decision-making outside of the usual policies, procedures and standards of nursing care; and deliver nursing core services designed to promote community health and wellness, decrease suffering and prevent injury across the lifespan.

The CHN model allows for an expanded scope of practice, providing the CHN's with the ability to work autonomously (as well as within the team environment), and allows the patient to receive the right care, by the right person, at the right time. The CHN, Correctional Health Services has the capacity to perform/request preventative screening, the ability to follow clinical practice guidelines to provide assessment and select treatment (within scope), offer facility based programming/services as per the NWT Community Health Core Service Standards and Protocols from the DHSS (vaccinations/assessments, chronic disease management programs, STI screening/treatment), offer health promotion, and generate referrals to appropriate services/resources as required

In Yellowknife, the North Slave Correctional Centre (NSCC)-Adult Unit has a nominal capacity of 148 inmates and the Youth Unit has a nominal capacity of 25 youths (ages 12-18 years old). At NSCC, 3 Registered Nurses work day and evening shifts Monday-Friday and sometimes work on call or provide overtime coverage on the weekend and stat holidays. At NSCC, there is 12 hour coverage by a CHN on Saturday and Sunday.

The Fort Smith facility has a capacity of 41 and Hay River Correctional Complex has a capacity of 51 inmates. In each of these facilities, one (1) Registered Nurse (RN) works Monday-Friday to provide health services to inmates, and sometimes works on-call or provides overtime coverage on the weekend and stat holidays.

Offenders typically suffer from serious mental and/or physical health issues to a far greater extent than the general NWT population. Many of the inmates present with complex social needs including addiction, homelessness, systemic trauma, chronic illness and limited social supports.

The position is required to liaise with community health organizations such as Public Health, Office of the Chief medical health Officer, Community Health Centres and Stanton Territorial Hospital medical wards and specialized clinics to address day to day issues and ensure that a smooth transition through the health care system is achieved.

RESPONSIBILITIES

- 1. Provide direct nursing care to clients in a collaborative interdisciplinary approach, in accordance with the NWT Community Health Core Service Standards and**

Protocols, in order to: protect, prevent and reduce the incidence of communicable disease; promote a healthy life style and wellness; and decrease suffering within the correctional facilities.

- Assess, plan, implement, document and evaluate nursing care to ensure a coordinated holistic approach which best meets the needs of the client.
- Complete the intake and assessment of clients to determine health needs and lifestyle risk behaviors.
- Complete *Mental Health Act* certification based on risk assessments as necessary.
- Maintain health and administrative records following professional and legal guidelines in a confidential, concise and accurate manner.
- Assist clients to achieve an optimum level of health while incarcerated and to identify, change/ modify high-risk lifestyle behaviors.
- Assist individuals to achieve their optimum level of health and wellness by providing health promotion, disease prevention and screening diagnostics.
- Implement a plan of care to mitigate risk to the client.
- Encourage clients to be compliant with their medications.
- Advocate for the dignity and self - respect of all clients.
- 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 client's permission or as legally required.
- Apply and promote the principles of equity and fairness to assists clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Utilize well-developed communication and problem solving to assist clients to achieve optimum spiritual, emotional, mental, and physical health and well-being.
- Package and transport biological samples or biohazard materials in accordance with policies and procedures.
- Package and transports pharmaceuticals in accordance with standing orders and the *Pharmacy Act*.
- Order and maintain medical and nursing supplies and equipment.

2. Plan, facilitate and implement health programs designed to promote client health and wellness and to improve client's knowledge of health issues, concerns and the health consequence of high risk lifestyle behaviors.

- Assess the client's learning needs in relation to their own physical and psychological health.
- Participate in program development for specialty programming offered at the facility
- Develop, review, revise and evaluate on an ongoing basis educational resources necessary to support clients.
- Facilitate, implement and modify health promotion education programs based on the learning needs of the clients.
- Deliver a variety of health clinics to meet the needs of the clients (e. g. public health pandemic planning, immunization clinics, mental health awareness)

- Support development of communication materials to meet the needs of each organization/facility (e.g. meeting needs of clients with disabilities, mental health diagnoses, etc.)
 - Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment.
 - Participate in program development for program education and teaching.
 - Use a holistic approach, honouring Indigenous knowledge, wisdom and diversity, to promote client centered learning to individuals to promote wellness, decrease suffering and prevent injury (e.g. self-care, health promotion, etc.).
 - Collaborate with facility staff, peers and other members of the health and social services care team to advocate for health care environments that are conducive to ethical practice, cultural safety, and to the health and well-being and experiences of clients and staff.
- 3. Provide comprehensive health programs including well man clinics; well woman clinics; adolescent health promotion; chronic disease screening, monitoring, treatment and follow up; communicable disease treatment and surveillance; immunization programs; and dental health programs.**
- Assess and triage the client request for medical, dental and psychiatric care and make appointments as necessary.
 - Deliver a wide variety of institutional and public health clinics.
 - Arrange and participate in Physician/ Nurse Practitioner clinic.
 - Arrange appointments with ophthalmology clinic.
 - Arrange appointments with physician specialists and monitor follow up care.
 - Arrange appointments for dental care.
 - Assess and refer clients to psychologist and / or psychiatrist as necessary.
 - Apply Form 1 and 2 under the *Mental Health Act* on adult and young offenders.
 - Assess and refer clients to the spiritual counselor and elder as necessary.
 - Monitor and deliver care to clients returning from medical treatment in the community (post-operative follow up).
- 4. Advocate for practice and work environments that have the organization and resource allocations necessary for safe, competent and ethical nursing care.**
- Provide mentoring and leadership to peers, students and other members of the health and security teams to develop skill levels necessary to achieve the highest standard of care.
 - Collaborate with nurses, peers and other members of the health and security teams to advocate health care environments that are conducive to ethical practice and to the health and wellness of clients and staff.
 - Participate in research, special programs and meetings to plan, implement and evaluate health promotion projects and programs related to the institutions health status.

- Participate in research (e.g. flu watch), special projects (e.g. new immunization programs), and interagency meetings to plan, implement, and evaluate joint projects related to the community's health status.
- Collect and report ongoing data which contributes to program efficiency

WORKING CONDITIONS

Physical Demands

Direct client care requires the handling of sharp equipment, light to heavy lifting, transferring of clients, pulling, reaching for, and moving equipment/furniture in confined spaces.

Environmental Conditions

The incumbent works in a secure environment and unsecure environment (left alone in room with inmate) where there can be exposure to communicable/ infectious diseases, hazardous equipment, accident hazards and unpleasant conditions. These occur every workday with variable duration and intensity.

Sensory Demands

The CHN must constantly use the combined senses of sight, touch, hearing, and smell to monitor patient health and well-being and must be able to assess risk by recognizing and addressing the different warning and monitoring indicators to ensure safe, appropriate and timely patient care.

Mental Demands

The incumbent will be required to interact with clients who are agitated and are the subject of a variety of court-imposed conditions resulting in potentially hostile and unpredictable behaviour. Further, the incumbent works in a secure environment that, isolated by its nature, results in exposure to high-risk situations.

Offenders typically suffer from serious mental and/or physical health issues to a far greater extent than the general NWT population. Many of the inmates present with complex social needs including addiction, homelessness, systemic trauma, chronic illness and limited social supports.

Work activities are performed in an environment with almost continuous exposure to mental pressure conditions. Incumbent experiences a high level of unavoidable exposure to emotionally disturbing experiences, confrontation, legitimate concerns about danger to self or others, and physiological after-effects.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply and assess the nursing process and current nursing practice to ensure that the client's physical, emotional, psychosocial, spiritual and health education needs are met.

- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret, and prioritize findings to determine and implement a plan of action based on the nursing process and the standards of nursing practice
- Ability to provide emergency and first aid care and treatment, triage and prepare to transfer for further medical care as deemed necessary.
- Knowledge and ability to perform transferred medical functions beyond normal hospital roles and responsibilities such as but not limited to venipuncture and immunizations, applying the *Mental Health Act*.
- Ability to operate and / or use standard medical equipment such as, not limited to, peripheral IV pumps and lines, electronic thermometers, blood glucose monitors, pulse oximeter, sphygmomanometer, portable suction equipment, c-pap and bi-pap machines.
- Knowledge and an ability to perform proper collection of specimens for laboratory tests such as urine for cultural and sensitivity, stool for occult blood, and sputum for acid-fast bacillus, nasopharyngeal swabs, urea breath tests.
- Ability to educate clients on appropriate self - care methods and techniques and to support clients in changing high risk lifestyle behaviors.
- Knowledge and ability for confidentiality (*ATIPP and HIA Acts*) - able to keep personal and medical information private and confidential at all times.
- Knowledge, or the ability to acquire knowledge, and ability to apply awareness of diversity, specifically Indigenous cultures and values.
- Ability to maintain self - control and respond calmly at times of high stress, frustration and emotions.
- Skills and techniques to communicate without escalating an angry or aggressive client.
- Ability to deliver health promotion presentations that are well structured, at the appropriate level of learning in a relaxed self - confident style.
- Listen responsively demonstrating objective and active listening skills. This includes an ability to behave in a helpful and responsive manner and the ability to seek out the facts and pertinent information before drawing conclusions or establishing a plan of action.
- Ability to participate willingly and support team decisions, including doing one's own share of the work and sharing all relevant and useful information.

Typically, the above qualifications would be attained by:

A Nursing Degree, and two (2) years of recent nursing experience in an ER setting or within a Community Health Centre or Public Health Unit.

Knowledge and experience equivalencies will be determined on a case by case basis.

ADDITIONAL REQUIREMENTS

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

Must be eligible for registration with RNANTNU.

Minimum certification in CPR-A

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