



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Relief Nurse Practitioner, Orthopedics	
Position Number	Community	Division/Region
48-14857	Yellowknife	Patient Care Services / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Relief Nurse Practitioner, Orthopedics is an autonomous practitioner who will provide clients with advanced health assessment, diagnosis, interventions and appropriate follow up care in accordance with acts, regulations, policies, standards, guidelines, mission and objectives of the Northwest Territories Health and Social Services Authority to ensure clients receive timely health assessment and diagnosis, optimum support and continuity of care in collaboration with the Orthopedic team. This position is required to increase the efficiency and effectiveness of delivery of orthopedic services and to improve client (or patient) care outcome of the orthopedic patient population of the Northwest Territories.

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.

Stanton Territorial Hospital (Stanton) is an accredited facility, located in Yellowknife, 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.

Reporting to the Manager, Specialist, Renal and Chemotherapy Services administratively, the Relief Nurse Practitioner (NP) has the support of the Orthopedic Surgeons, and has ongoing dialogue with the Program Assistant and a Registered Nurse. The orthopedic program is based in the Ambulatory Care Clinic (ACC) within the Stanton Territorial Hospital. The NP will be requested, at times to attend the Emergency unit to assess orthopedic cases within their professional skill level. The NP will provide a weekly casting clinic to patients as required and assist with the training of additional NPs and nursing staff in implementing various aspects of Stanton's Casting Clinic program.

As an autonomous practitioner, the NP will provide comprehensive nursing care to clients including, but not limited to, health promotion, illness and injury prevention, supportive, curative, rehabilitative, emergency and palliative care. The incumbent will also be required to collaborate with other hospital care providers to increase the capacity for self-care and direction as an educator, leader, researcher and an advanced clinical practitioner.

The NP will provide full primary care for acute illness, injuries and stable chronic health problems commonly encountered in orthopedics, including: diagnosis, ordering and interpreting selected diagnostic tests and therapeutics, (selecting, recommending, prescribing and monitoring the effectiveness of selected drugs and interventions).

The NP will consult and/or refer to the orthopedic surgeon(s) at any point in the assessment of the patient, or when planning, implementing or evaluating patient care when the patient'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 scope of practice of the NP; it is potentially life-threatening; or a chronic health problem destabilizes. The degree to which the orthopedic surgeon becomes involved may vary from: providing an option, recommendation and concurrent intervention; and/or assuming primary responsibility for the care of the patient.

The NP may be exposed to death/dying, trauma and other emotionally upsetting experiences, and is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the patient, family and other members of the health care team.

Visiting Specialist: the orthopedic program has visiting orthopedic sub-specialists on a regular basis and the NP may work with the visiting specialist.

The NP 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. The NP will collaborate with and be a resource to GP's, community health centers, patients, families and other healthcare professionals and provide an advanced health assessment, nursing care and services to promote a healthy lifestyle, to prevent and/or reduce incidence of disease, disability and death, to support rehabilitation and to restore health or to support the patient to maintain dignity.**
 - Demonstrates patient and family centered care and quality principles in the provision of services to patients, and families.
 - Works collaboratively with and consults with the Orthopedic Specialists to ensure appropriate and effective clinical care to patients.
 - Reviews and prioritizes incoming consults.
 - Systematically assesses individual health status of elective patients from the orthopedic wait list through the collection of an appropriate history, performance of physical assessment and the ordering and interpretation of diagnostic tests.
 - Establishes a diagnosis through analysis and synthesis of data from multiple sources and communicates health findings and establishes a plan of care with the patient.
 - Develops a plan of care based on patient need, independently or in consultation with the orthopedic surgeon and other members of the care team.
 - Implements a comprehensive care plan, which may include, prescribing and dispensing pharmaceuticals in accordance with established regulations, policies, practices and safety procedures as well as non-pharmacological interventions.
 - Assesses and diagnoses non-complicated fractures through radiography and examination. Applies the appropriate cast to immobilize and remove the cast when the healing process is at an optimum.
 - Completes physical assessments on pre-operative patients to ascertain suitability for surgical procedures. Report these findings to the orthopedic surgeon and anesthetist where appropriate.
 - Assesses post-operative patients' progress in the hospital and clinic settings. Adjust plan of care based on the scope of the NP and consult with the orthopedic surgeon.
 - Attends planned surgical assists with the orthopedic surgeon.
 - Orders various investigations, i.e.: X-rays, laboratory tests based on the NP's scope of practice and follow the results to its in conjunction with the orthopedic surgeon if pertinent.
 - Refers patients to other members of the orthopedic team where deemed necessary for further assessment, management and/ or follow up.
 - Recognizes the need for crisis intervention and counseling for common emergent orthopedic conditions and take the necessary action.
 - Recognizes the cultural diversity of the community and incorporate this into the planning and delivery of health care.
 - Advocates the dignity and self-respect of patients.
 - 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 written consent of the patient or as legally required.
 - 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.

- Acts in a manner consistent with their professional responsibilities and standards of practice.

2. Develops, facilitates, implements and modifies patient and family education/teaching based on the needs of the patient.

- Develops and implements a variety of interventions to address patient needs.
- Facilitates the continuity and sustainability of care by referring to other members of the orthopedic team, other health departments as necessary.
- Uses a holistic approach to facilitate learning of patients and their families in relation to illness or injury.
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients.

3. In collaboration and partnership with patients and other health care team members and agencies, conducts health surveillance and preventative activities that may improve the health and knowledge of the population.

- Conducts and participates in community needs assessment and based on the results, and in collaboration with stakeholders, prioritize and develop culturally sensitive health promotion strategies.
- Understands, supports and promotes community participation in decision-making and ownership of constructive changes to enhance the community's health.
- Promotes a healthy hospital/public policy.
- Evaluates and modifies orthopedic programs in partnership with other health professionals.

4. Provides expert and specialized knowledge of orthopedic care related to nursing in the NWT and also provide functional direction and leadership for enhancing the integrated service delivery.

- Articulates the role of the orthopedic NP to clients, the general public other health agencies.
- Provides coaching and clinical leadership to peers, students and other members of the health team to develop skill levels necessary to achieve the standard of care (i.e. including but not limited to being a preceptor or mentor for nursing staff, students or other members of the Stanton hospital care team).
- Collaborates with the orthopedic surgeons, nursing colleagues and other hospital colleagues to advocate the health care environment that is conducive to ethical practice and to the health and well-being of patients and others in the setting.
- Facilitates and fosters active communication, collaboration and linkages between key stakeholders within the Stanton Hospital and the community.
- Orientates new employees to the orthopedic unit, program and mandate.
- Participates in research; special project initiatives that contribute to evidence based

practice and to look at new innovations to influence the reduction in orthopedic wait lists. This includes reviewing literature on current clinical practice and trends, recommending changes to clinical practice standards, protocols and procedures based on an assessment of evidence and analysis of resources to implement change.

WORKING CONDITIONS

Physical Demands

There is, from time to time, physical effort required for this position as the incumbent works in a clinical environment. There will be physical demands on the incumbent as she/he will be required to assist in transferring patients or do other heavy lifting on their own and perform patient assessments when she/he maybe required standing in awkward positions (bending & stooping) for extended periods of time.

Environmental Conditions

Working within the medical clinic/emergency department and hospital units, providing direct patient assessment, diagnosis and treatment, the incumbent will have moderate levels of exposure to communicable diseases (i.e. TB), blood, body fluids 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 assessment and provision of care in controlled (i.e. Clinic), and occasionally uncontrolled settings.

Mental Demands

The NP may be exposed to death/dying, trauma and other emotionally upsetting experiences,

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

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

KNOWLEDGE, SKILLS AND ABILITIES

- Advanced knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and advanced nursing practice in orthopedics to ensure that all 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 in dealing with orthopedic conditions.
- Ability to provide emergency care and treatment, as the position is required to perform advanced nursing functions beyond basic nursing training. This would include using

standards, policies and guidelines set out by the Northwest Territories Health and Social Services Authority and the RNANT/NU.

- Knowledge of and the ability to network resources within Stanton in order to ensure support of patients and their families.
- Knowledge of best practices in orthopedic care/treatments.
- Ability to apply nurse practitioner competencies to multi-disciplinary practice settings.
- Ability to be sensitive to the cultural, social and political issues in the NWT/Nunavut.
- Ability to critique research studies and apply to practice where applicable/appropriate.
- Knowledge of all applicable GNWT legislation and regulations, standards, policies and guidelines related to advanced nursing practice in order to provide current, relevant and feasible consultation services.
- Knowledge of management and an ability to coordinate a wide variety of activities and objectives in the orthopedic program.
- Ability to contribute to the satisfaction and goodwill of clients, colleagues and co-workers.
- Ability to deal with caregivers and health care workers in situations of extreme stress and cope with these situations diplomatically and with empathy.
- Ability to facilitate creative problem solving using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive and constructive thinking skills.
- Knowledge and the application thereof regarding the importance of confidentiality and ability to keep personal and medical information private and confidential at all times.
- Knowledge of and ability to operate word processing applications (i.e.: Microsoft Word) in order to complete training materials and presentations, electronic mail to send and receive correspondence and the inter-net in order to conduct on-line research.

Typically, the above qualifications would be attained by:

A Nursing Degree, certification as a Nurse Practitioner and 2 years of directly related nursing experience.

ADDITIONAL REQUIREMENTS

Registration under RNANT/NU prior to commencement of employment.

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

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

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:

Required

Preferred