



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Community Health Licensed Practical Nurse	
Position Number	Community	Division/Region
48-17106	Fort McPherson	Community Care/Beaufort Delta Region

PURPOSE OF THE POSITION

The Community Health Licensed Practical Nurse (LPN) is responsible for providing comprehensive nursing services to residents of Fort McPherson in accordance with current NWT and Canadian legislation (Licensed Practical Nurses Act, Public Health Act, Reportable Disease Control and Disease Surveillance Regulations, Hospital and Health Care Facility Regulations, Access to Information and Protection of Privacy Regulations and Worker's Safety and Compensation Commission (WSCC) Occupational Health and Safety Regulations), standards of nursing practice and clinical practice guidelines from the GNWT Department of Health and Social Services and the GNWT Registrar. The LPN provides services according to the mission, values, strategic plan, administrative directives and standard operating procedures of the Northwest Territories Health and Social Services Authority (NTHSSA).

The role of the Community Health LPN is to protect, restore and/or maintain health or provide end of life care for Community Health clients with a broad array of diagnoses across the lifespan and the health-illness continuum, using the principles of primary health care, preventive, curative, maintenance and comfort nursing interventions, education, communication and support for the informal caregiver. Community Health LPN promotes community wellness through health promotion, prevention, screening and intervention activities.

SCOPE

The NTHSSA provides and supports the delivery of community based health care services to adults and children in order to enhance the health and well-being of communities through excellence, accountability and respect for regional diversity.

Located in Fort McPherson and reporting to the Nurse in Charge, the incumbent will work to the LPN full scope of practice, in a role that requires independent thinking, judgment and critical decision-making skills for the delivery and management of community health nursing.



The LPN works independently and collaboratively in the community. In comparison to the hospital setting, physicians and other supportive resources are not always readily available to the nurse. The LPN models and promotes excellence through the hands on delivery of nursing care to residents of Fort McPherson. The LPN may be assigned to all of the program areas (Wound Care, Palliative Care, Chronic Care, Foot Care, Communicable Diseases) with the exception of the Home Intravenous Therapy Program. It is the incumbent's responsibility to set priorities, develop work plans and manage workloads, while balancing each individual client's need, complexity and acuity in collaboration with the Nurse in Charge.

The LPN initiates, coordinates, manages and evaluates the resources needed to promote the client's maximum level of health and function. The LPN must have the experience, skill, knowledge and confidence to deliver comprehensive nursing services, working with the professional care team, the family caregivers and family dynamics.

Appropriate problem-solving and decision-making have a direct impact on improving a client's level of health and maintaining partnerships with the client, family and community. Decisions frequently prevent complications and allow for early intervention, resulting in cost-savings of significant magnitude to the health system as a whole.

The Community Health LPN may develop and delivers a teaching package, with approval from supervisor and in line with GNWT policies, procedures and best practice clinical care. The remainder of the time the incumbent performs general community health care nursing to clients.

The LPN, as part of an inter-disciplinary team, is expected to communicate with a wide variety of health and social service providers within NTHSSA and other health boards, pharmacies, community organizations, Southern acute and rehabilitation units, and the general public. Staff is called upon to provide expert advice in their complex and specialized program areas to other health care professionals. The position has the expectation for continuous expansion of the depth and breadth of knowledge and skill.

RESPONSIBILITIES

- 1. Provide comprehensive nursing care in the community setting to assist clients in achieving optimum health and quality of life in situations of chronic disease, acute illness, and injury or through the process of dying, using basic and advanced nursing knowledge and skills in one or more specialty areas, including wound care, palliative care, chronic illness and communicable diseases.**
 - Assess the client and family's physical, emotional, intellectual and spiritual needs
 - Determine the need for Community Health nursing services.



- Identify supports available to the client, such as community organizations, occupational therapy, mental health counseling, etc.
- Develop a treatment plan that incorporates the client's goals, needs, support systems, treatment and interventions, and the resources required to achieve these goals within the LPN scope of practice.
- Make referrals to other health care professionals to ensure early diagnosis and prompt intervention.
- Provide case management on clients' health related matters.
- Facilitate communication among client, family and other health care providers.
- Use problem-solving skills to overcome obstacles in delivery of client care and enhancement of client independence e.g. transportation, dressing supplies, medication safety.
- Evaluate care on an ongoing basis to determine its effectiveness and appropriateness, and make changes as indicated.

2. Participate in the ongoing development, delivery, evaluation and improvement of Community Health programs and services.

- Maintain current expertise in program areas, e.g. wound care, palliative care, chronic disease management, sexually transmitted infections/tuberculosis/communicable disease programs.
- Act as a resource for community health knowledge and practice (for example, wound care, palliative care) for health care providers in other communities in the NWT.
- Participate in meetings within the Department, NTHSSA, Stanton, and with community organizations, as required
- Under the direction of the Manager, participate in interdisciplinary committees responsible for researching, developing and evaluating programs, including their associated forms, clinical policies and procedures
- Research, develop, revise and evaluate educational resources necessary to support clients
- Research, develop and present information for in-service programs within the Community Health, NTHSSA and other agencies in the community.
- Orient new employees to the NTHSSA Community Health Program as needed.
- Participate in special projects and research, as requested.

3. Perform administrative functions that contribute to the effective functioning of the Community Health Program.

- Enter statistical information into Health Suite in a timely manner
- Maintain records related to hours worked, use of personal and office vehicles, services provided to clients without NWT health care coverage and other records as required
- Collect and document demographic and statistical information.



WORKING CONDITIONS

Physical Demands

Carrying supplies and/or equipment throughout the Community Health Centre as needed.

Assisting clients with ambulation or transfers or providing personal care as needed. Driving, standing or performing client assessment or care while bending and standing in awkward positions will be required during most days.

Environmental Conditions

Exposure to communicable diseases and infectious organisms, needle stick injuries, blood and body fluid, hazardous materials.

Exposure to all weather conditions including temperatures ranging from -40 to +30, wind, rain and snow, mosquitoes. The incumbent is normally walking or seated indoors for most shifts.

Working alone in a community health centre is not expected.

Work environments and situations encountered are unpredictable and must be dealt with professionally.

Sensory Demands

Maintaining acute cognitive focus while using the combined senses of touch, sight, smell and hearing during assessments and provision of care in an uncontrolled setting.

Exposure to unpleasant sights, odors and noises.

Mental Demands

The ability to re-prioritize and adapt to changing needs and priorities frequently during the day is essential.

Intensely emotionally disturbing experiences during which the incumbent is expected to remain calm, controlled, professional and demonstrate compassion and team work.

The incumbent must be able to think conceptually, yet maintain attention to detail, often at the same time.

Providing skilled nursing care during interruptions, constant observation and conversation by informal caregivers is required.



Work pace is controlled by the community health centre, and the incumbent must adapt to the client's level of readiness for interventions.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current nursing practice, primary health care and trends in health promotion and disease prevention
- Knowledge of the nursing process (assessment, planning, implementation and evaluation) to collaborate, develop, coordinate and implement mutually agreed upon care plans, negotiate priorities in care, and support clients to navigate and transition through the continuum of care
- Knowledge 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 in a community setting
- Knowledge and current expertise in a broad range of areas, including adult education, community-based nursing, working with families, disease processes, long-term care assessment, community resources, wound care and specialized dressings, medications, grief management and pain management
- Knowledge of computer programs including but not limited to: word processing; Health Suite, Internet Explorer, Outlook e-mail, EMR (Wolf electronic medical record system)
- Ability to make informed, pertinent assessments and decisions while working independently in the community
- Ability to act independently to set priorities, develop work plans and manage workload while balancing clients' needs, complexity and acuity
- Ability to be self-directed, meet deadlines and manage several tasks at once.
- Ability to use basic and advanced nursing skills to perform and adapt complex procedures in the community setting
- Ability to adapt, be flexible and responsive in the safe and appropriate use of various types of equipment, technology and treatments to address the challenging health needs of clients
- Ability to perform pharmacy skills such as dispensing of medications under approved policies
- Ability to work shift work, including days, evenings and weekends
- Ability to communicate in a caring, professional, therapeutic manner at all times with a wide variety of clients, caregivers, and health care providers
- Ability to think calmly and respond therapeutically in emergency situations
- Ability to apply appropriate learning principles to encourage clients, families and others to recognize their capacity for managing their health needs and to participate in their care
- Ability to integrate activities to avoid duplication of service and inappropriate use of resources, both for individual clients and within the nurse's current caseload



- Ability to work in a culturally diverse environment using resources, such as interpreters, appropriately
- Ability to communicate effectively (orally and in writing)
- Ability to operate and/or use medical equipment such as, but not limited to, intravenous pumps and lines, a variety of intravenous access devices, sphygmomanometer, blood glucose monitor, pulse oximeter, wheel chair, canes, crutches, etc.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

The successful completion of a Licensed Practical Nursing Certificate or Diploma, and at least 2 years of recent, community health LPN nursing experience is preferred.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Must be eligible for registration with the College and Association of the Northwest Territories and Nunavut (CANN), have completed a satisfactory criminal record check and possess a Class 5 driver's license.

The Community Health LPN must be able to acquire within a reasonable time frame, and remain current with the following training and/or certifications:

- Non-Violent Crisis Intervention
- WHMIS
- Back Care
- NWT Immunization Certificate
- Certification in basic CPR
- Certification in hand hygiene
- Internet and e-mail applications
- Fire/disaster plan for NTHSSA
- Fit Testing
- Glucometer
- Venipuncture
- IM Injections
- Wound / Ostomy Care
- Palliative Care

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

Indigenous language: Select language

- Required

- Preferred