



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Nurse Practitioner, Intravenous Therapy	
Position Number	Community	Division/Region
48-17368	Yellowknife	Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Nurse Practitioner, Intravenous (IV) Therapy, is an autonomous practitioner who provides leadership and care coordination for all Northwest Territories patients requiring Intravenous Therapy in collaboration with Stanton Territorial Hospital (STH) staff, territorial, regional and Health and Social Services stakeholders.

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 include 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.

STH is a referral centre for the approximately 43,000 residents of the NWT and approximately 6000 residents of the Kitikmeot Region, Nunavut (NU). STH delivers the sole territorial Renal Care program for the NWT.



Located in Yellowknife, the Nurse Practitioner (NP), reports to the Manager, Operating Room and Day Procedures (Manager) and is regarded as the subject matter expert on the ordering, handling, administration and education of injectable and infusion of intravenous medications including biologic medications used for autoimmune disease and transfusion medicine for the NWT. This position works with STH programs, Specialty Services, Primary Care, Territorial Operations, Regional Stakeholders, and out of territory partners to ensure that patients at various levels of their disease trajectory are captured, diagnosed, and when a plan of care is implemented requiring intravenous therapy, it is based upon best practice standards, individual patient needs and preferences within operational ability.

In coordination with primary care through the electronic medical record (EMR), the NP, follows patients requiring IV therapy at various stages of chronic disease, such as those needing treatment, ensuring appropriate case consultation and care coordination for these groups of patients from across the NWT. The NP plays a significant role in ensuring that patients are appropriately identified and assessed for treatment options (such as biological therapy to promote clients managing their own chronic disease needs and being able to live within their home communities). The NP collaborates with regional stakeholders to ensure the delivery of quality intravenous therapy services to maximize patient outcomes and quality of life. The incumbent will be responsible to facilitate appropriate education and training to clinical staff, patients and their families, and revise and review procedures to meet current standards of practice where appropriate and establish evaluative processes to ensure the delivery of high standard professional care.

The NP models and promotes excellence through the hands-on delivery of nursing care to clients (when and if required) or by providing seasoned advice, consultation and/or recommendations to regions and other health professionals within the NTHSSA when they are faced with difficult or unusual situations. Application of knowledge and skills is necessary to accurately and effectively complete a thorough assessment of the patient and family and to analyze this information to provide appropriate and timely treatment. The NP is accountable for every decision that they make, and these decisions can be affected by fluctuating work pace and conflicting priorities.

The incumbent is required to use intense concentration and critical thinking for tasks which include but are not limited to meet patient needs and program related tasks such as preparing reports with timelines and program quality indicators. As an educator, researcher and consultant, with expert nursing knowledge, the incumbent helps guide orientation to the infusion therapy unit and collaborate with physician and community partners. These provisions have a direct impact on the quality of services delivered to clients and their families and on the cost of the services provided.

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.

The incumbent is required to lead and collaborate with prescribers, participate in standards pertaining to Accreditation Canada, as well as provide leadership and guidance to staff working in the IV therapy program within the Day Procedures Unit of STH and staff across the NWT.

1. Assist in the delivery and implementation of IV therapy for all patients in the NWT, through the provision of direct patient assessment and nurse practitioner care, and through coordination of care planning with patients and families, and numerous disciplines and stakeholders throughout the NWT, Nunavut and Alberta.

- Reviews and prioritizes incoming referrals to the NWT IV therapy program according to established guidelines and standards and seek consultation with other health care professionals as appropriate.
- Reviews electronic and paper-based databases (i.e., EMR) to identify and monitor patients at various stages of their chronic disease or acute care journey when requiring IV therapy, and to coordinate education and/or care planning in conjunction with patients and their practitioner.
- Clarifies, amends and confirms orders pertaining to IV therapy by reviewing with ordering practitioners to facilitate timely care of intravenous therapy.
- Systematically assesses patient health status through the collection of an appropriate history, physical exam, and the ordering and interpretation of diagnostic tests and communicate findings to clients as it pertains to their prescribed treatment.
- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach that best meets the needs of the patient.
- Assists patients to achieve their optimum level of health in situations of normal health, illness, injury, or in the process of dying.
- Advocates for 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.
- 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.
- 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.
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Acts as a liaison between NTHSSA, the Hay River Health and Social Service (HRSSA) and AHS to facilitate efficient patient flow and patient access within and between units/areas for those requiring IV therapy.



- Reviews treatment options in consultation with specialist physicians and general practitioners and patient family members/support people.
- Consults with the patient, family, nursing staff, medical staff and other members of the health care team to develop comprehensive plan for patient care.
- Develops a plan of care based on clients' need, independently or in consultation with a specialist or general practitioner and other members of the interdisciplinary team, working closely with pharmaceutical companies and drug manufactures to obtain necessary medication (blood products, antibiotics, biosimilars, biological and immunotherapies) for various acute and chronic conditions (Crohn's, rheumatoid arthritis, multiple sclerosis, oncology patient support).
- Liaises with pharmacy to ensure timely access to therapies and treatments and completes necessary documents required for drug compensation, pre and post infusions.
- Implements as part of the care plan, a plan for prescribing and dispensing of pharmaceuticals in accordance with established Acts, regulations, policies, practices and safety procedures as well as non-pharmacological interventions.
- Communicates with nurses, practitioners and other members of the health care team (across multiple regions and communities) regarding the patient's health care to ensure the provision of effective continuity of care and promote collaborative efforts directed toward quality patient and family centered care.
- Uses patient and family centered care principles throughout their care planning and communication with patients and their families.
- When needed, coordinate the safe and appropriate admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patient's care and treatment).
- Identifies any issues in the provision of intravenous care to patients and families and provides recommended solutions to management, and/or to regional stakeholders to ensure safe and appropriate care to patients and their families.

2. Develop, coordinate and facilitate education/teaching based on the needs of the patients, families, supports, and other health care providers.

- Uses a holistic approach to facilitate individual learning of patients and their families and support people, upon admission and transfer or discharge in relation to chronic disease (i.e. self-care, health promotion, etc.).
- Communicates with STH and Territorial educators to ensure procedures and protocols are up to date.
- Provides subject matter expertise on IV therapy, peripheral and central line access (CVCs, PICCs, IVADs) to staff on day procedures unit at STH to ensure appropriate support to staff, their patients and families.



- Provides direct patient care as required including accessing, supporting troubleshooting (occlusions) or equipment management and making recommendations for vascular access to practitioners.
- Provides education to day procedures unit staff on emerging and/or current best practices in IV therapy including medication actions, side effects, anatomy and physiology, fluid and electrolyte balance, blood and blood components, biological and immunological infusion types and up and coming infusions.
- Provides case consultation and assists in problem solving alongside the Registered Nurses in day procedures unit pertaining to infusion therapy related complications.
- Attends to, provides leadership and acts as lead responder in emergency scenarios on the day procedures unit, alongside appropriate intervention team (ie. code blue/medical emergency team-MET).
- Has a solid understanding of intervention and management to infusion related reactions and anaphylaxis scenarios.
- Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients, families and support people.
- Assists Clinical Coordinator (CC) in identifying staff learning needs and training requirements of interdisciplinary care team members, develops, facilitates and/or arranges for the delivery of identified training.
- Assists CC in developing and maintaining an orientation and training plan for clinical team members.
- Provides education and support to primary care, community sites and clinical staff located in various regions that are actively involved in the provision of health services to patients at various stages of their health care journey when it includes IV therapy.
- Coordinates services with outside agencies/centers/institutions to facilitate a clients' return to optimal health.
- Implements, follows and assesses the applicability of evidence based and best practice guidelines to improve patient and staff outcomes, to improve quality of care and mitigate risk.
- Acts as a professional and clinical role model and mentors new staff.
- Acts in a manner consistent with the professional code of ethics for RN/NPs, responsibilities and standards of practice.
- Collaborates with nursing and peers and other members of the health team to advocate health care environments that are conducive to ethical practice to the health and wellbeing of patients and staff.
- Participates on committees, task forces and research projects as related to the Dialysis Unit and Renal Program.

3. Leads the ongoing development of the IV Therapy Program.

- Provides leadership in the development, implementation and evaluation of policies, procedures and care delivery models.



- Conducts regular quality review evaluations related to compliance with Accreditation Canada Standards, STH policies, procedures and care delivery models.
- Develops and implements a work plan for the IV therapy unit in consultation with STH Management that aligns with STH Operational Plan, NTHSSA Strategic Direction and the Minister's Strategic Plan.
- Provides program reports to the Manager based on the evaluative criteria as determined for effective program delivery.
- Recommends procedures and/or procedure changes based on research and evidence-based practice, for approval by management.
- Facilitates development of standards, protocols and clinical pathways.
- Ensures policies, procedures, standards, protocols and pathways are developed and effectively communicated to staff.
- Provides 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.
- Participates in the preparation of the budget as requested by the Manager pertaining to IV therapy program resources.

WORKING CONDITIONS

Physical Demands

There will be a moderate amount of physical effort required for this position as the incumbent works in a clinical environment. There will be physical demands required to assist others to lift, pull, push, transfer and transport patients and equipment during the provision of direct patient care. While performing patient assessments the incumbent may be required to stand in awkward positions (bending and stooping) for extended periods of time.

Environmental Conditions

Working with IV therapy program clients, the incumbent will have moderate levels of exposure to communicable diseases, blood, and 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 assessment and provision of care in controlled (i.e. clinic) and occasionally uncontrolled settings.

Mental Demands

The workload in the unit can be irregular. The incumbent has no control over when the patients arrive for their appointment or treatments or how they tolerate them.



The nature of this role typically exposes the incumbent to death/dying and other emotionally upsetting experiences such as discussing diagnosis and prognosis with patients and families. The Nurse Practitioner, IV Therapy is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate care and compassion to the client, family and other members of the health care team.

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

Within the health care setting the job holder may face role isolation and role resistance that may lead to questions about the legal scope of practice and/or individual competency. The impetus is on the incumbent to develop a collaborative practice based on mutual respect and trust and a feeling of shared responsibility.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementing and evaluating) and current nursing practice to ensure that the patients' physical, emotional, psychosocial, spiritual and educational needs are met.
- Knowledge in the area of vascular access and infusion therapy and must be capable of sharing this information to both patients and caregivers.
- Skills and the ability to provide education, training, advice and assessment using specialized equipment, medications, tools and techniques (including accessing and troubleshooting central and peripheral access, infusion pumps, and phlebotomy).
- Ability to use critical thinking when troubleshooting problems with accesses and understanding using infusion related reactions.
- Ability to educate patients and their families (where applicable) on appropriate self- care methods and techniques.
- Knowledge of and ability to operate computer programs.
- 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) in the completion of training materials and presentations.
- Ability to operate desktop computer in order to send and receive electronic mail and seek out resources over the Internet.
- 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 and an ability to network with resources within and outside STH (i.e., Social Services, Public Health, etc.) in order to ensure support of patients and their families.



- Ability to operate and/or use standard medical equipment (such as but not limited to - peripheral intravenous pumps and lines, Electrocardiography, stretchers, thermometers, sphygmomanometer, blood glucose monitors, sharps, etc.).
- Knowledge of statistical data including the ability to compile, analyze, and interpret data in order to monitor, assess, and improve the quality of patient care (i.e. provide regular indicators for quality assurance and risk management). Organizational Commitment (Supports the Organization) - Acts to support STH mission and goals. Makes choices and sets priorities to meet the organization's needs and fit the organizational mission. This includes cooperating with others to achieve organizational objectives.
- 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:

A Nursing Degree, Certification as a Nurse Practitioner or an MScN-Nurse Practitioner and two (2) years of clinical nursing experience in an acute or community setting.

Certification in vascular access or infusion therapy from Canadian Vascular Access Association (CVAA) considered an asset.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

- Registration under College and Association of Nurses of the Northwest Territories and Nunavut (CANN) prior to commencement of employment.
- Proof of immunization in keeping with current public health practices is required.

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

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 record 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