



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Licensed Practical Nurse, Dialysis	
Position Number	Community	Division/Region
48-17495	Yellowknife	Patient Care Services/Stanton

PURPOSE OF THE POSITION

The Licensed Practical Nurse, Dialysis, provides nursing care to patients of the Dialysis Unit at Stanton Territorial Hospital (STH) 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 that the patients' physical, emotional, psycho-social, spiritual and educational needs are met.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄chǫ 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 Tłı̄chǫ 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 NWT. 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 an accredited facility, located in Yellowknife. STH is the referral center for approximately 43,000 NWT residents and 6,000 residents from the Kitikmeot Region of Nunavut.

Located within STH and reporting directly to the Manager, Specialist, Renal and Chemotherapy Services, the Licensed Practical Nurse, Dialysis (LPN) is on of a team of LPNs, Registered Nurses



(RNs) and Nurse Practitioners (NPs) who provide culturally sensitive care to inpatients and outpatients living with renal disease who require hemodialysis.

The LPN works Mondays to Saturday, 12-hour shifts, to provide direct nursing care (hemodialysis) to patients who require, on average, 3 four-hour treatments per week. The days per week and hours of work may be adjusted to accommodate an increase or decrease in the number of patients or other unusual occurrences. The Dialysis Unit can support up to three treatment times using 6 dialysis machines per day. The LPN will refer to the Nurse Practitioner /Clinical Coordinator, for clinical direction (i.e. in unfamiliar situations, etc.).

The incumbent is a member of the nursing team who provides direct care to inpatients and outpatients receiving treatment for renal disease (i.e. hemodialysis, change an artificial kidney, etc.) as well as counselling and educating those at risk. A specialist/physician is not always readily available. When necessary, the LPN will contact a specialist, southern hospitals and or transplant labs to address out of the ordinary complications (may be done via Telehealth technology). As a result, this position makes independent day-to-day decisions regarding individual nursing care plans based on standing orders.

The LPN may be responsible for multiple patients at any one time, using sound judgment to provide care through independent nursing interventions and standing orders from the physician. When changes in the patient condition are detected (i.e. vital sign, abnormal lab results, pulmonary oedema, etc.) the LPN may adjust the treatment accordingly.

The LPN may be required to work or assist in any or all of the Inpatient or Outpatient Care areas on any given day, depending upon skill mix, staffing, activity, and acuity. The incumbent may be responsible for multiple patients at any one time. Based on patient census and acuity throughout STH the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of the LPNs practice. The LPN 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 legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed. The incumbent is required to honour and promote a culturally safe environment at all times. Practicing from a trauma informed care perspective is expected and the position requires that interaction with clients and families is tactful and respectful.

RESPONSIBILITIES

- 1. Provides nursing care to patients using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the Dialysis Unit.**



- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Ensures that dialysis equipment (i.e. dialysis machines, water purifier, etc.) is working properly by testing, calibrating and troubleshooting before initiating care.
- Assists patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- Advocates for the dignity and self-respect of patients.
- Promotes the autonomy of patients and help 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.
- Acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

2. Facilitates implements and modifies patient and family education/teaching based on the needs of the patient.

- Uses a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to renal disease (i.e. self-care, health promotion, etc.).
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients.
- Facilitates the 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 patients care and treatment).

3. Advocates practice environments that have the organizational and human support systems, and the resource allocations necessary for safe, competent and ethical nursing care.

- Collaborates with nursing colleagues 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 others in the setting.
- Orientates new employees to specific specialty programs.
- Communicates with nurses and other members of the health care team regarding the patient's health status and care plan in order to provide continuity of care and promote a collaborative effort directed toward quality patient care.



- Participates in committees, task forces, and research projects as related to the Dialysis Unit.

WORKING CONDITIONS

Physical Demands

The LPN will be required to bend and stand in an awkward position while performing patient assessment or care.

Environmental Conditions

During their shift an incumbent will have significant levels of exposure to communicable diseases, blood, and body fluids, hazardous materials (sharps, toxic cleaning and sterilizing solutions) and toxic and unpleasant fumes.

Sensory Demands

The LPN 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 Dialysis Unit.

Mental Demands

In addition, within the health care setting there can be a significant lack of control over the work pace, with frequent interruptions.

There is uncertainty in knowing what to expect while at work, and legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and predictable situations. The incumbent will be exposed to death/dying and other emotionally upsetting experiences.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply nursing processes (assessment, planning, implementing, and evaluating) and current nursing practices.
- Knowledge in nephrology (the study of diseases and disorders of the kidney); ability to share this information to both patients and caregivers.
- Knowledge of and an ability to operate, calibrate and clean the dialysis specific tools and machines required during the dialysis of patients (i.e. including but not limited to the dialysis machines, water purification system, artificial kidneys, pumps, etc.).
- Knowledge of biological, physical and behavioural 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 ability to network resources within and outside the STH (i.e. Social Services, Public Health, etc.).



- Ability to operate and/or use standard medical equipment (such as but not limited to - Central Venous Catheter (CVC) lines, Intravenous Venous pumps and lines, stretchers, Electrocardiogram-machine, thermometers, sphygmomanometers, blood glucose monitors, sharps, etc.).
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of and ability to operate tele-health equipment, and computer programs such as the Healthnet viewer and Electronic Medical Record (EMR).
- Computer proficiency including programs and software relevant to GNWT processes.
- Ability to be flexible; to alter normal procedures or ways or working to fit a specific situation to get the job done and/or to meet STH goals.
- Ability to value diversity; monitors and evaluates own beliefs and behaviours with regard to prejudices and personal biases and practice new behaviours as appropriate
- Initiative (shows persistence) – an ability to persist which may mean taking two or more steps to overcome obstacles or rejection (does not give up easily when things do not go smoothly).
- Skilled in Patient Safety; participates in and demonstrates an understanding of patient safety principle and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
- Ability to advocate the dignity and self-respect of patients; promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Ability to be client service oriented (addresses underlying needs).
- Analytical, communication, and teamwork / cooperation skills.
- Ability to 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.
- Ability to uphold privacy/confidentiality practices and legislation; within this role the job holder can only access confidential patient information such as medical and computer records if it falls directly within the scope of LPN job duties.
- 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:

This level of knowledge is commonly acquired through the successful completion of a Licensed Practical Nursing Diploma, hemodialysis training from a hospital approved course and one (1) year of directly related experience in a healthcare setting.

Equivalent combinations of education and experience will be considered.



ADDITIONAL REQUIREMENTS

Registration with College and Association of Nurses of the Northwest Territories and Nunavut (CANN) is required prior to commencing 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 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



CERTIFICATION

Title: Licensed Practical Nurse, Dialysis

Position Number: 48-17495

Employee Signature	Supervisor Signature
Printed Name	Printed Name
Date <i>I certify that I have read and understand the responsibilities assigned to this position.</i>	Date <i>I certify that this job description is an accurate description of the responsibilities assigned to the position.</i>
Deputy Head/Delegate Signature	Date
<i>I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.</i>	

The above statements are intended to describe the general nature and level of work being performed by the incumbents of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position.