



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Licensed Practical Nurse - Public Health	
Position Number	Community	Division/Region
48-17517	Fort Simpson	Primary Care/Dehcho

PURPOSE OF THE POSITION

The Licensed Practical Nurse - Public Health (LPN-PH) is responsible for providing comprehensive public health nursing services to residents of Fort Simpson and cabin communities, in accordance with established standard of nursing practice, the philosophy, objectives and policies of the Northwest Territories Health and Social Services Authority, the principles of Primary Health Care and the NWT Public Health Act. Using the principles of primary health care, the aim of this position is to: prevent or reduce the incidence of communicable diseases; protect, restore and/or maintain the health status of clients experiencing various events during the lifespan; and promote community wellness through health promotion, screening and intervention activities.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services (HSS) in the Northwest Territories (NWT), except for Hay River and Tłıchʔ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. HSS 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 HSS staff.

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. 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.



The LPN-PH reports directly to the Nurse in Charge of the Fort Simpson Health Center. The PHN provides culturally sensitive care to people of Fort Simpson and cabin communities.

The LPN-PH is critical to ensure the health of the population and has in-depth knowledge of the Public Health Act and the Reportable Disease Control and Disease Surveillance Regulations. The position works directly with the NWT Department of Health and Social Service's (DHSSs) Communicable Disease Specialists in the Office of the Chief Public Health Officer (OCPHO). The LPN-PH has an essential role in the timely identification of communicable diseases, delivery of prevention and outbreak management and control interventions, especially in the areas of vaccine delivery, communicable disease surveillance and treatment.

The LPN-PH has the ability to follow clinical practice guidelines to provide assessment and select treatment (within scope), offer community based programming as per the NWT Community Health Core Services Standards and Protocols from the DHSS (Well child programs, vaccinations, assessment through the lifespan, communicable disease management, STI (screening\ treatment), develop, deliver and evaluate a wide range of health promotion and disease prevention strategies, and generate referrals to appropriate services.

The LPN-PH practices in diverse settings, such as, clinics, homes, schools, local hospital and primary care clinics, shelters, and non-governmental organizations and in public areas. This position requires the ability to handle several complex issues concurrently. The LPN-PH must be constantly aware of patients' physical and emotional needs when making an assessment and recommending an appropriate course of action that will recognize the clients' abilities, support systems and potential. This position requires the incumbent to remain calm, controlled and professional in all situations and demonstrate compassionate care that is free of racism and discrimination.

The LPN-PH is required to be motivated and innovative in the area of continuing education and practice to maintain up-to-date Public Health knowledge and skills and encourage the professional growth of self and others. The LPN-PH becomes a program leader within their team and is expected to direct and organize their peers, administrative staff and healthcare team members when delivering programming, care and education in their area of expertise or when facilitating and advocating for clients or programs.

The LPN-PH communicates with and educates with all clients, community members, groups and health care providers. The LPN-PH provides advice and guidance to other health and non-health related professionals within the NWT on a wide range of specialized public health issues. The LPN-PH will be asked to represent NTHSSA on relevant local, departmental and territorial health committees and research projects and at workshops/conferences.

The LPN-PH could be on call, on rotational basis, during weekends and after hours to respond to communicable diseases, urgent public health matters, outbreak situations and/or to assist the Community Health Nurses. As required, the LPN-PH will be called upon to work additional



hours to actively contain communicable diseases and initiate contact tracing efforts in accordance to the Public Health Act and Communicable disease guidelines set out by the DHSS.

RESPONSIBILITIES

1. Delivers comprehensive, public health programs to prevent and/or minimize the impact of communicable diseases to individuals, families and communities according to established national and territorial legislation and standards.

- Delivers a tuberculosis (TB) program which includes screening, surveillance, contact tracing, health assessments, dispensing of medications under direct observation therapy (DOT), education, counselling, and referrals.
- Works in consultation with Territorial Communicable Disease Coordinator at Territorial Public Health and will also consult with the Communicable Disease Control Unit at the Office of the Chief Public Health Officer (OCPHO).
- Delivers a sexually transmitted infections (STI) program that includes screening, surveillance, contact tracing, health assessments, dispensing of medications, education, counselling and the delivery of transferred medical functions, such as, performing venipuncture, making diagnoses, ordering lab tests and treating uncomplicated STIs.
- Applies epidemiological principles in the screening, diagnosis, treatment, control and management, reporting and surveillance of communicable diseases.
- Performs surveillance and screening for other reportable communicable diseases according to NWT legislation.
- Dispenses medications for the treatment of communicable diseases according to NWT clinical practice guidelines.
- Contact tracing for clients with laboratory-confirmed communicable diseases.
- Collects communicable disease samples and transports.
- Supports multidisciplinary team in event of outbreaks to support territorially needs to mitigate risk to the population of the NWT.
- Coordinates interdisciplinary client care for high risk or complex clients.
- Provides coaching and leadership to peers, students and other members of the healthcare team to develop skills level necessary to achieve the standards of care;

2. Provides services to eliminate the risk of vaccine-preventable, communicable diseases, and improve the health status of clients by providing assessment, education and immunization.

- Delivers Well Child clinics from birth to 5 years of age.
- Delivers General Adult Immunization clinics to all ages that require vaccination updates based on age and in accordance with the NWT Immunization Schedule and Canadian Immunization Guide.
- Participates in program development for immunization and client's education.
- Coordinates and delivers outreach immunization clinics to meet the needs of risk populations and target groups.



- Coordinates and delivers mass flu vaccination clinics, usually within region, in or off - site locations, to provide access to vaccine to all age groups.
- Delivers school-based immunization and education programs to required age groups based on NWT Immunization Schedule and review of all age groups vaccination status.
- Coordinates management of tetanus related injury.
- Implements pre- and post-exposure rabies program and animal bite post exposure in collaboration with the OCPHO.

3. Reports on appropriate health promotion activities and provides interventions according to national and territorial program standards.

- Collaborates with individuals, communities, and other stakeholders in identifying their needs, assets and available resources.
- Identifies causes of illness/disease and works with individuals and communities.
- Provides appropriate health information and a supportive environment to enable clients to take responsibility for their health care and become empowered.
- Identifies client's needs and appropriate services, healthcare and other sectors, to facilitate clients' access.
- Facilitates referrals to other healthcare providers to ensure early diagnosis and prompt appropriate interventions.
- Uses of a holistic approach to facilitate individual learning by clients and their families.
- Assists individuals, families, and communities in making informed choices about preventive health practices, such as, immunization, breastfeeding, nutrition, hand washing, infection control measures and contraception.
- Implements preventive screening programs, such as, kindergarten screening, vision, hearing and language screening in schools, and growth and development screening from birth to adolescence.
- Delivers and implements Infant and Maternal Health programming, such as prenatal and postnatal education, growth and assessment of newborn throughout infancy, breastfeeding education, postpartum depression screening, referrals if needed.

4. The LPN-PH assists the Nurse in Charge and other health team members by performing administrative functions that contribute to the management of the Health Center in accordance with organizational policies, procedures and standards, guidelines, and scope of professional nursing practice.

- Stock and order supplies for the Health Center and/or Health Cabins.
- Assist in administrative duties for the NIC, Clerk Interpreter, Medical Records and Medical Travel
- Provide 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.
- Communicate with other members of the health care team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.



5. Demonstrates autonomy, responsibility, and accountability in practice, and ensures delivery of culturally safe care.

- Acknowledges the right of every person to respect, dignity, fairness and autonomy.
- Practices public health nursing according to the NWT Nursing Profession Act and the standards of practice of the Canadian Nurses Association (CNA), CANN.
- Maintains the privacy and confidentiality of all clients, including their information, and acts according to NTHSSA administrative directives, standing operating procedures and the NWT Access to Information and Protection of Privacy (ATIPP) Act in the sharing of any client information.
- Continuous evaluation of all public health programs and implements relevant changes.
- Makes independent decisions based upon ethical standards of practice and principles.
- Applies nursing information and communication technology to develop, collect and manage relevant data to support nursing practice.
- Documents in EMR public health nursing activities in a comprehensive, timely and appropriate manner.
- Provides constructive feedback (for example, chart audits) to peers, as necessary, to improve public health nursing practice.
- Participates in professional development and continuous education activities consistent with current practice, new and emerging issues, demographic trends, determinants of health and new research to keep Public Health knowledge current.

WORKING CONDITIONS

Physical Demands

Frequent visits to cabins in the region, client's homes, schools, and/or programs in the community. Will be required to carry supplies, vaccine coolers and equipment, including vision and hearing screening machines, up and down stairs, as well as, into and out of a vehicle. This often includes multiple trips carrying supplies and equipment of various sizes and weights. The LPN-PH will be required to bend and stand in awkward positions while performing patient assessments and care.

Environmental Conditions

For entire shifts the incumbent will have moderate levels of exposure to communicable diseases (i.e. TB), blood (i.e. drawn from patients in sick clinic and during the processing of body fluids for transportation to the IRH Laboratory), body fluid and hazardous materials (sharp, toxic cleaning and sterilizing solutions) that can result in potential health risks to the incumbent.

As a result of living in an isolated, northern community, the incumbent may be required to travel on small planes and on ice or winter roads when traveling to or from the community.



Sensory Demands

Sixty to 100% of the time will be spent providing direct patient care where the incumbent will be required to use the combined senses of touch, sight, smell and hearing during assessment and provision of care in an uncontrolled setting (i.e., client's home).

Mental Demands

The environment is dynamic and constantly changing so the LPN-PH continually re-evaluates and shifts priorities. There can be significant lack of control over the work pace, with frequent interruptions.

Working within the client home can be extremely distracting making assessment and diagnosis more challenging. The LPN-PH will be required to respond promptly, and appropriately in outreach settings and home environment with minimal resources available. This requires comprehensive critical thinking, clinical judgement, and adept public health knowledge when working in a lone environment with lack of immediate support.

When making home visits, contacting clients regarding communicable diseases, or delivering necessary outreach programs, the LPN-PH may be exposed to violent clients and/or family members who are under the influence of alcohol and/or drugs. The LPN-PH will also encounter clients who are mentally ill or homeless, and/or demonstrate a range of emotional and physical states. At times, the emotional state of clients and family members brings uncertainty in knowing what to expect while at work, and the incumbent may experience concern about their physical safety in unknown and unpredictable situations.

The LPN-PH will be required to deliver programming in remote locations and may travel as a lone worker over gravel or ice roads in extreme cold weather.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge and ability to apply nursing practices and processes within the LPN-PH scope of practice.
- Knowledge of confidentiality protocols and demonstrated ability to apply such.
- Knowledge of critical thinking processes to creatively solve problems in an open and resourceful manner.
- Knowledge of TB and STBBI program objectives.
- Knowledge in health promotion
- Computer skills, including the ability to operate a variety of desktop applications.
- Clinical assessment skills
- Organizational capacity to plan, implement and evaluate multiple assessments, projects and meet deadlines at the individual, group, and community levels.



- Interpersonal skills with ability to communicate with a wide variety of people including indigent peoples; peoples of different cultures and backgrounds; medical and other members of the interdisciplinary team.
- Oral and written communications skills including communication techniques and approaches to adapt to multiple and ever-changing situations and environments.
- Ability to assess and facilitate learning needs of the client as pertaining to applicable vaccinations, communicable diseases, treatments and/or prevention and health protection.
- Ability to provide vaccinations according to the Northwest Territories Immunization Schedule and the Canadian Immunization Schedule and successful completion of the Education Program for Immunization Competencies (EPIC).
- 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.
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Typically, the above qualifications would be attained by:

Recognized Licensed Practical Nurse program, plus two (2) years of experience within a full scope of practice.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Must hold a current NWT license as an LPN.

Must have up to date immunizations as well as maintaining certifications of such.

Class 5 driver's license in good standing.

The LPN-PH Nurse must be able to acquire, within a reasonable time frame, and remain current in the following training and/or certifications:

- Non-violent crisis intervention
- Education Program for Immunization Competency (EPIC)
- Fire/disaster plan for NTHSSA
- Certification in WHMIS
- Certification in basic CPR
- IPAC training
- GNWT Indigenous Cultural Awareness and Sensitivity Training
- Certification in hand hygiene
- Fit testing
- Point of Care testing
- Suicide Risk Assessment



- Mental Health First Aid
- Certification in infection control practices
- Transport of Dangerous Goods

The incumbent may be required to obtain additional skills training in areas, such as, but not limited to, the following as directed by the supervisor: Venipuncture certification; various swab collection methods; Pregnancy testing; and STBBI treatment.

The LPN-PH will be required to follow safe work practices as outlined by NTHSSA and NWT Workers' Safety and Compensation Commission (WSCC) Occupational Health and Safety (OHS) Regulations while employed with NTHSSA.

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