



## IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Nurse Practitioner, Emergency Department	
Position Number	Community	Division/Region
48-17602	Yellowknife	Stanton Territorial Hospital

## PURPOSE OF THE POSITION

The Nurse Practitioner-Emergency Department (NP-ED) is an autonomous practitioner who will provide clients with 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 (NTHSSA) to ensure clients receive timely health assessment and diagnosis, optimum support and continuity of care.

## SCOPE

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 is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄chq 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 Tłı̄chq 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 is a referral centre for the approximately 43,000 residents of the Northwest Territories and approximately 6000 residents of the Kitikmeot Region, Nunavut. In 2016-17 the Emergency Department supported 19800 patient visits.

Located in Yellowknife at the Stanton Territorial Hospital and reporting to the Manager, Critical Care Services, the NP-ED is an autonomous practitioner who provides comprehensive health assessment, make diagnoses and develop interventions within the nurse practitioner's scope of practice. The NP-ED will collaborate with the Emergency Room Physician (ERP), Community and Primary Health Care Nurses, Emergency Department (ED) Nurses, social workers, Community Health Representatives, physicians, nursing staff, other professionals to provide evidence-based care to individuals and families. Through training and support, key services provided by the NP-ED will target patients assessed as CTAS 3, 4 and 5, and the incumbent will assist with the connection and/or reconnection of these patients back to primary care. The NP-ED will also provide coordinated clinical support to the Med-Response program operated by the NTHSSA as required. The NP-ED, through training and support, may aid with procedural sedations, may provide casting clinics to support the Orthopedics clinic, and will participate as a member of the department's sexual assault response team.

As an autonomous practitioner, the NP-ED will provide comprehensive nursing care to clients including health promotion, illness and injury prevention, supportive, curative, rehabilitative and palliative care. The incumbent will also be required to collaborate with Emergency Department and community health care providers to increase the capacity for self-care and direction as an educator, leader, researcher and advanced clinical practitioner.

The NP-ED will perform primary care services for acute illness and injuries and stable chronic health problems commonly encountered in primary care, including; diagnosis, ordering and interpreting selected diagnostic tests and therapeutics (selecting, recommending, prescribing and monitoring the effectiveness of selected drugs and interventions). The NP-ED will be a key care practitioner in the care of Mental Health clients within the context of an Integrated Case Management (ICM) Model Interdisciplinary approach in conjunction with Stanton Hospital's Transitional Care Team (TCT).

The NP-ED will consult and/or refer to other health professionals as appropriate at any point in the assessment of the client, or when planning, implementing or evaluating client care when the client's condition is such that: diagnosis and/or treatment plan is unclear or beyond the scope of the NP-ED to determine; care that is required approaches or reaches the limits of the scope of practice of the NP-ED; it is potentially life-threatening; or a chronic health problem destabilizes. The degree to which the physician becomes involved may vary from: providing an opinion and recommendation; an opinion, recommendation and concurrent intervention; and/or assuming primary responsibility for the care of the client.



Services will be provided within the ED, Stanton Territorial Hospital (STH) and/or Primary Health Care Center and are intended to promote a healthy way of life and decrease the incidence of death and disease and injury. Services may be provided on an individual basis or as part of a multi-disciplinary team.

The NP-ED will be required to work scheduled 12-hour shift rotations for both days and nights.

## **RESPONSIBILITIES**

**1. Provide advanced clinical health assessment, diagnosis, nursing care and services to clients (individuals, families and groups) on an emergency and follow-up basis to promote a healthy lifestyle, provide curative care, to prevent and/or reduce incidence of disease, disability and death to support rehabilitation and to restore health or to support the client to die comfortably and with dignity.**

- Systematically assess individual health status through the collection of an appropriate history, performance of physical assessment and the ordering and interpretation of diagnostic tests.
- Establish a nursing and medical diagnosis through analysis and synthesis of data from multiple sources and communicate health findings and establish a plan of care with client.
- Develop a plan of care based on client need, independently or in consultation with a physician and other members of the primary community or ERP care team.
- Systematically assess, develop, implement and evaluate Individualized Care Plans for Mental Health clients using an Integrated Case Management model and assume a key leadership health care provider role to these clients in a collaborative interdisciplinary approach.
- Assist patients in establishing and/or re-establishing a connection and/or appointment with a primary health care practitioner.
- Participate in a training plan to develop the necessary skills and following completion or as applicable; provide back-up coverage and support to STH's Ortho casting clinic, as required.
- Provide clinical support and assistance to the Med Response program, to assist with the assessment of patients and the provision of clinical decision-making support to community health centre nursing staff.
- Implement a comprehensive care plan, which may include independent prescribing and dispensing of pharmaceuticals in accordance with established Acts, regulations, policies, practices and safety procedures as well as non-pharmacological interventions.
- Incorporate appropriate complementary and traditional therapies that the client may be using or wish to use, if safe and no contradictions.



- Refer clients to other members of the primary community care team or STH Specialists as determined by the client's needs and scope of practice. Communicate and plan ongoing care with other members of the primary, community or ED care teams.
- Conduct family assessments to identify the broader implications for health within the family in a way that is culturally appropriate.
- Maintain dialogue with patients and family about the patient's condition and future plans as appropriate.
- Provide periodic review and monitoring to assist clients, with stable conditions, to manage their health status.
- Review progress with the client and evaluate the care management outcomes.
- Recognize need for crisis intervention and counseling for common, emergent or urgent psychosocial conditions/situations and take the necessary action.
- Recognize the cultural diversity of the community and incorporate this into the planning and delivery of services.
- Advocate for and respect 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.
- 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, and within the health care team on an appropriate need to know basis.
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Act in a manner consistent with their professional responsibilities and standards of practice.

**2. Develop, facilitate, implement and modify patient and family education/teaching based on the needs of the patient.**

- Develop and implement a variety of programs to address client needs which may include the provision of programs such as: adult health clinics; pre- and post-natal clinics; school health program; chronic disease clinic; immunization programs; and communicable disease surveillance.
- Facilitate the continuity and sustainability of care by referring to other members of the primary care team, other departments (i.e. education), and family and community members as appropriate.
- Use a holistic approach to facilitate learning of client and their families in relation to client illness or injury (i.e. self-care, health promotion, etc.).
- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.



- Develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients.
- 3. In collaboration and partnership with clients and other primary community care and ED team members and Canadian Hospital Injury Reporting and Prevention Program Coordinator (CHIRPP), conduct health surveillance and preventative activities that may improve the health of the population.**
- Conduct and participate in community needs assessment and based on the results, and in collaboration with stakeholders, prioritize and develop culturally sensitive health promotion strategies.
  - Understand, support and promote community participation in decision-making and ownership of constructive changes to enhance the community's health.
  - Promote healthy public policy.
  - Evaluate and modify community health programs in partnership with community members.
- 4. Provide expert and specialized knowledge of primary health care related to nursing in the NWT and also provide functional direction and leadership for enhancing the quality of care to patients.**
- Articulate the role of the NP-ED to clients, general public and primary community care team.
  - Provide coaching and clinical leadership to peers, students and other members of the health care 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 primary community care team).
  - Collaborate with the ERP team, family physicians, nursing colleagues and other members of the ED team and primary community 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,
  - Facilitate and foster active communication, collaboration and linkages between key stakeholders, within and outside the community.
  - Orientation of new employees to unit specific programs and mandate.
  - Participate in research and special project initiatives that contribute to evidence-based practice. This includes reviewing literature on current clinical practice, recommending changes to clinical practice standards, protocols and procedures based on an assessment of evidence and analysis of resources to implement change.
  - Participates in quality committees and quality projects/processes to support ED and health system improvement.
  - Proactively works with the patient, family and other regional and territorial staff to enhance the patient experience and to address concerns and complaints.



- Participates in initiatives to support the measurement and evaluation of patient experience with the programs.
- Communicates and collaborates with regions/HSSAs to ensure the effective coordination of care to patients and families.

**5. Workplace Health and Safety: Employees of the Authority are committed to creating and maintaining a safe and respectful workplace for employees and patients/clients. Building a safe and respectful workplace is everyone's responsibility.**

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- All employees have a professional and personal responsibility to perform their duties to health and safety regulations, standards, practices and procedures.
- All employees need to ensure our Workplace Health and Safety Committee works effectively, with a shared purpose of continuous quality improvement in health and safety.
- All employees play an active role in workplace health and safety through their daily management: identifying prevention opportunities, ensuring staff are trained in Risk





Monitor Pro or other incident reporting systems, investigating potential risk and accidents, and applying timely corrective measures.

- A healthy workplace, where employees can provide quality service under safe conditions, is the right thing to do and makes good business sense.

## **WORKING CONDITIONS**

### **Physical Demands**

From time to time (1-2 times per week at 10 minutes per incident) the incumbent will be required to lift, carry or support patients during the provision of patient care. This includes incapacitated patients coming to the ED. In addition, on a regular basis the incumbent will be required to lift and move medical equipment and other supplies (often in excess of 20lbs).

### **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 Laboratory), body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions), loud noises and offensive or noxious odors that can result in potential health risks to the incumbent.

### **Sensory Demands**

75% of the incumbent's day 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.

### **Mental Demands**

Within the ED there can be significant lack of control over the work pace, with frequent interruptions (work is often dictated by external factors) that may lead to mental fatigue or stress from time to time the NP-ED may be required to provide nursing services to abusive patients, individuals under the influence of drugs or alcohol and RCMP escorts. The NP-ED may be verbally or physically assaulted or may experience threats or intimidation while performing their duties.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of and an ability to apply nursing processes (assessment, planning, implementation and evaluation) and advanced nursing practice to ensure that the all patients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- An 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 of the Department of H&SS, NTHSSA and College and Association of Nurses of the Northwest Territories and Nunavut (CANNN).

- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, Air Ambulance teams etc.) to ensure support of patients and their families.
- Knowledge of best practices in primary health care and particularly public/community health.
- Conceptual understanding of the model of integrated community care delivery, and the application of nurse practitioner competencies to multidisciplinary practice settings.
- Sensitivity to the cultural, social and political issues in the NWT.
- An 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 to provide current, relevant and feasible consultation services.
- Seasoned knowledge of management and an ability to coordinate a wide variety of activities and objectives.
- Ability to contribute to the satisfaction and goodwill of clients, colleagues and co-workers is essential to the position. The incumbent must have the ability to deal with caregivers and health care workers in situations of extreme stress and cope with these situations diplomatically and with empathy.
- An ability to facilitate creative problem solving using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive and constructive thinking skills.
- The incumbent must be aware of the importance of confidentiality and be able to always keep personal and medical information private and confidential.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) to complete training materials and presentations, electronic mail to send and receive correspondence and the internet to conduct on-line research.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion, 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 Bachelor of Science Nursing Degree.

A master's degree qualifying the incumbent to be a licensed Nurse Practitioner.

Two years of recent NP experience in an emergency department setting or community health centre, or at least five years recent RN experience in an emergency department prior to completion of a Nurse Practitioner program.

Being Emergency Nursing Certified via the Canadian Nurses Association (CNA) Certification Program.

Being certified in CTAS, BLS, ACLS, and PALS training.



Being a licensed member of a Provincial or Territorial Nursing Association in good standing and be eligible for registration with CANNN.

Equivalent combinations of education and experience will be considered.

### **ADDITIONAL REQUIREMENTS**

#### **Stanton Regional Requirements**

- Formal certification or completion of a recognized management program is an asset.
- Eligibility for registration with a professional licensing body is required.

#### **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)**

- ☐ French required
- ☐ French preferred
- ☒ French not required