



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Nurse Practitioner	
Position Number	Community	Division/Region
48-17812	Inuvik	Primary Care/Inuvik

PURPOSE OF THE POSITION

To 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 within the scope of the Nurse Practitioner.

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), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous persons. 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.

While the Tłıchǫ Community Services Agency (TCSA) and Hay River Health and Social Services Agency (HRHSSA) operate under separate boards, 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.

The Authority administers health and social services to the residents of the Beaufort-Delta region in the Northwest Territories. The Authority directly and contractually employs over 300 staff who delivers these services in 8 communities across the vast geographic area of the region. The Authority provides and supports the delivery of services to adults and children on an inpatient, outpatient and outreach basis through the Inuvik Regional Hospital (the Hospital), a 47 inpatient bed accredited facility; seven community health centers; and fourteen other sites, including social services and dental therapy offices, a public health clinic,

and various group homes. The annual operating budget for the Authority is in excess of \$50 million.

The Northwest Territories Health and Social Services Authority (NTHSSA) administer all public health, home care and general physician services throughout the Beaufort-Delta Region. 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.

Building off the results and momentum of System Transformation, the strategic renewal effort has now begun a process of Primary Health Care Reform to shift the system and its care models towards a team and relationship based approach that is driven through public participation, community feedback, and data, and built upon a foundation of trust and cultural safety. Using a community development approach, we are changing the way we work with people and communities, at every level of the health and social services system, to enable public participation in priority setting, planning, and design that integrates the social determinants of health. The Community Health Nurse, Primary Care is a new role created through this process, and has particular responsibility for developing trusting, caring relationships with patients while actively contributing to ongoing design and renewal activities.

Located within the Health Centre and reporting directly to the Regional Manager, Primary Care, the incumbent will provide comprehensive health assessment, make diagnoses and develop care plans within the nurse practitioners scope of practice. The Nurse Practitioner (NP) and family physicians will collaborate as providers of primary care to individuals, families and the community as a whole. In addition, the NP provides clinical nursing leadership within the primary community care regional team.

The focus of the NP is community health nursing with particular emphasis on community development and health promotion as well as knowledge and skills in assessment, diagnosis intervention, treatment management, drug therapy and referral functions which are shared with physicians, pharmacists and other service providers.

The legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed. This position honours and promotes a culturally safe environment at all times, and practices from a trauma-informed care perspective where interaction with clients and families is tactful, respectful, and humble. This position requires the ability to handle several complex issues concurrently while maintaining attention to detail. The incumbent is expected to remain calm, controlled, and professional, regardless of the situation, and demonstrate compassionate care that is free of racism, sexism, and all forms of discrimination, against clients, families, community members, and other members of the health care team.



NP 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 communities to increase the capacity for self-care and direction as an educator, leader, researcher and advanced clinical practitioner.

Within the overlapping area of practice, the NP will perform primary care services for acute illness and injuries and stable chronic health problems commonly encountered in primary care, including: ordering and interpreting selected diagnostic tests; and therapeutics (selecting, recommending, prescribing and monitoring the effectiveness of selected drugs and interventions).

This position carries out its responsibilities in accordance with GNWT acts, regulations, policies, and departmental procedures that include the Nursing Profession Act, Health Information Act the Public Service Act, Public Service Regulations, Human Resource Manual, Staffing Appeals Regulations, College and Association of Nurses of the Northwest Territories and Nunavut (CANNN) NP guiding documents, Canadian NP foundational documents, NTHSSA Medical and Professional Staff Bylaws, Territorial Credentialing, and various other government policies; as well as maintaining alignment with DHSS priorities, policies, standards, regulations, and legislative requirements.

The NP will consult and/or refer to the collaborating practice partner, or other family physician, 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 to determine; care that is required approaches or reaches the limits of the scope of practice of the NP; it is potentially life-threatening; or a chronic health problem destabilizes. The degree to which the family 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. The NP may be required to work varying hour.

RESPONSIBILITIES

- 1. Provide advanced health assessment, nursing care and services to clients (individuals, families and groups) on a routine and emergency basis (if appropriate) to promote a healthy lifestyle, 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 diagnosis through analysis and synthesis of data from multiple sources and communicates health findings and establishes 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 care team.



- Implement a comprehensive care plan, which may include prescribing and dispensing pharmaceuticals in accordance with established regulations, policies, practices and safety procedures as well as non-pharmacological interventions.
 - Incorporate appropriate complementary and traditional therapies if safe and no contradictions that the client may be using or wish to use.
 - Refer clients to other members of the primary community care team as determined by the client's needs and scope of practice. Delegate client care and/or nursing care to other members of the primary community care team as appropriate.
 - Conduct family assessments to identify the broader implications for health within the family in a way that is culturally appropriate.
 - Provide periodic review and monitoring to assist client, 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 psycho-social conditions/situations and takes the necessary action.
 - Recognize the cultural diversity of the community and incorporate this into the planning and delivery of services.
 - 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.
 - 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.
 - 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.**
- In participation with family physicians, primary community care team, and community members 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 involving 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 team members and agencies, 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 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 integrated Service Delivery Model.**
- Articulate the role of the NP 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 family physicians, nursing colleagues and other members of the 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 other 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 committees and task forces as related to the role of the NP (i.e. multi disciplinary primary community care team).



WORKING CONDITIONS

Physical Demands

There is, from time to time, physical effort required for this position as the incumbent works in a clinical and office environment. There will be physical demands on the incumbent as s/he will be required to assist in the transferring of patients or do other heavy lifting on their own and perform patient assessment when s/he may be required to stand in awkward position (bending and stooping) for extended periods of time.

Environmental Conditions

Working within a Health Clinic and providing direct patient assessment, diagnosis and treatment the incumbent will have moderate levels of exposure to communicable diseases (I.e. TB), blood, body fluid and hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risks to the incumbent.

Sensory Demands

50%-75% of the incumbents 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 in controlled (i.e. clinic) and occasionally uncontrolled setting (i.e. client's home).

Mental Demands

The NP may be exposed to death/dying and other emotionally disturbing experiences. The NP is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate compassionate care to the client, family and other members of the health care team.

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

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.

This 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 predictable situations.



KNOWLEDGE, SKILLS AND ABILITIES

- The NP must have knowledge of, and an ability to, apply advanced nursing processes (assessment, planning, implementation and evaluation) and advanced nursing practice to ensure that the all patients' physical, emotional, psychosocial, 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 basis nursing training. This would include using standards, policies and guidelines of the Department of HandSS, NTHSSA and the RNANT/NU.
- Knowledge of and an ability resources within and outside the NTHSSA (i.e. Social Services, Public Health, medevac teams etc.) in order 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 in order to provide current, relevant and feasible consultation services.
- 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 care givers 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 keep personal and medical information private and confidential at all times.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in order to complete training materials and presentations, electronic mail to send and receive correspondence and the internet in order to conduct on-line research.
- 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 are attained by.

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree, a certificate as a Nurse Practitioner and 2 years directly related nursing experience.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

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