



## **IDENTIFICATION**

| <b>Department</b>                                          |                  | <b>Position Title</b>                                |  |
|------------------------------------------------------------|------------------|------------------------------------------------------|--|
| Northwest Territories Health and Social Services Authority |                  | Licensed Practical Nurse, Extended Care              |  |
| <b>Position Number</b>                                     | <b>Community</b> | <b>Division/Region</b>                               |  |
| 48-4156                                                    | Yellowknife      | Patient Care Services / Stanton Territorial Hospital |  |

## **PURPOSE OF THE POSITION**

The Licensed Practical Nurse, Extended Care provides nursing care to patients/residents of the Extended Care Unit in accordance with established standards of nursing practices for Licensed Practical Nurses, and the philosophy and objectives of the Northwest Territories Health and Social Services Authority to ensure that the patients/residents' physical, emotional, psycho-social, spiritual, education and daily living needs are met.

## **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 Tłı̨chʼı̨ 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 Tłı̨chʼı̨ 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 (STH) is an accredited facility in Yellowknife, and is a referral center for approximately 43,000 regional patients/residents of the Western Arctic and

Nunavut (Kitikmeot Region). Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health and dignity.

Located within Stanton Territorial Hospital and reporting directly to the Manager, Extended Care Unit, the Licensed Practical Nurse (LPN), Extended Care, belongs to a small team of LPNs responsible for the provision of culturally sensitive nursing care to patients/residents of the 12 bed Extended Care unit (ECU) consisting of 10 long-term geriatric or cognitively impaired residents, 1 respite bed and 1 palliative care patient. During both the night and day shifts there is one Registered Nurse (RN), Extended Care and either one or two LPN(s), Extended Care on duty and/or 1 Nursing Aide.

The LPN, Extended Care is a member of the nursing team who provides direct nursing care to patients/residents who have common well-defined nursing diagnoses. The LPN, Extended Care acts as a patient/resident advocate and facilitates communication resulting in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patients/residents. The LPN working alongside the RN to provide total care to the residents carries a patient load of 2 to 6 patients/residents depending on patient/resident acuity. Although the LPNs provide direct nursing care to patients, when faced with unfamiliar situations or situations outside the LPNs scope of practice the LPN will refer the situation or problem to the RN, Extended Care for direction. LPNs cannot legally act on medication orders from physicians within their scope of practice (i.e. and LPN is unable to provide the following, but not limited to, starting IVs, administering narcotics, etc.). LPNs in Extended Care are able to administer non-narcotic medications upon completion of appropriate certification.

Patients/residents within the ECU are usually long-term convalescent, geriatric, respite or palliative care patients. These patients/residents live within the unit (home environment) and are experiencing a chronic illness or disability that has resulted in physical frailty and / or cognitive impairment, and require 24-hour professional nursing services. The patients'/residents' medical outcomes are somewhat predictable. Patients/residents within the ECU are visited a minimum of once per month or more frequently as required by their physician. As a result, the LPN may be called on to make independent day-to-day decisions regarding individual nursing care plans based on written medical order.

Based on patients census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of an LPN's 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.

## **RESPONSIBILITIES**

- 1. Provide practical nursing care to long-term patients/residents and palliative care patients/residents using a problem solving approach and in accordance with the standards, guidelines and scope of practical nursing practice to facilitate individualized nursing care to patients/ residents of the Extended Care Unit.**

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist patients/residents to achieve their optimum level of health in situations of normal health, illness, injury, or in the process of dying.
- Advocate the dignity and self-respect of patients/residents.
- Promote the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services.
- Safeguard the trust of patients/residents that information learned in the context of a professional relationship is shared outside the health care team only with the residents/patients permission or as legally required.
- Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

**2. Provide direct nursing care and assessments in collaboration with other nursing team members.**

- Take vital signs and conducts other assessments including but not limited to pulse oximetry, blood glucose, height, weight and body system assessments.
- Provide specialized interventions within the LPN scope of practice for which training has been provided. These interventions include but are not limited suctioning of airways, catheterization, use of feeding tubes, care for ventilated patients and simple or specialized dressing changes such as wound vacuum.
- Perform point of care laboratory testing (e.g. blood glucose) following the completion of training and competency requirements, and document findings in the health care record.
- Medication administration of non-narcotic oral, topical, sublingual, rectal, intramuscular and subcutaneous injections.
- Review for accuracy medication administration records and sign as appropriate.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

**3. Facilitate, implement and modify resident and family education/teaching based on the needs of the resident.**

- Use a holistic approach to facilitate individual learning of patients and their families upon transfer or discharge in relation to patient/resident 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.
- Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient/resident understands the admission or

discharge plan (established by the Health Care Team for the patients care and treatment).

**4. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**

- 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.
- Collaborate with nursing colleagues and other members of the health team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients/residents and others in the setting.
- Provide orientation of new employees to specific specialty programs.
- Participate in committees, task forces, research projects as related to the ECU.

**WORKING CONDITIONS**

**Physical Demands**

Between 25% and 50% of the incumbents day will be spend lifting, moving and supporting patients who are totally dependent on the nurses for support (i.e. toileting, turning, general mobility, etc.). Lifting of and physical support of patients/residents within Extended Care may be done on an individual basis or as a group. Cognitively impaired residents are often resistant to assistance from the LPN placing increased physical demands as the LPN is frequently moving the resistant resident during the course of a shift. In addition, the incumbent will be required to bend and stand in awkward position while performing patient assessment or care.

**Environmental Conditions**

During their shift (100% of time) an incumbent will be exposed 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 on-going assessment and continuous observation of patients/residents within the Extended Care Unit. Many of the patients/residents within the Extended Care Unit are cognitively impaired which means that the LPN, Extended Care must be constantly alert (100% of the shift) of patients/residents' physical and emotional needs (mood, hygiene, etc.).

**Mental Demands**

The Extended Care Unit is the patients/residents home. As a result, the LPN, Extended Care has the opportunity to develop relationships with the resident and the patients/residents' family. The LPN, Extended Care is required to support a peaceful and dignified death of these patients/residents that may cause significant emotional stress.

Within the health care setting there can be significant lack of control over the work place, 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 (patients/residents) and their families, risk of assault and unknown and unpredictable situations.

### **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of and an ability to apply the nursing process (assessment, planning, implementation and evaluation) and practice to ensure that the patients/residents' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- An ability to educate residents/patients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of 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 resources within and outside Stanton (i.e. Social Services, Public Health, medevac teams etc.) in order to ensure support of residents/patients and their families.
- Ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Ability to operate and use standard medical equipment (such as but not limited to thermometers, stretchers, NG tubes, sphygmomanometer, blood glucose monitors, Kangaroo pumps, suction tubes, etc.)
- Ability to effectively operate non-medical equipment used during the care of residents/patients within ECU; (these include but are not limited to lifts, wheelchairs, bathing equipment, laundry equipment, kitchen, etc.).

### **Typically, the above qualifications would be attained by:**

A Licensed Practical Nursing Diploma.

Experience in a long-term care setting would be an asset.

### **ADDITIONAL REQUIREMENTS**

- Licensure with the Department of Health and Social Services prior to commencement of employment.
- Proof of immunization in keeping with current public health practices is required.

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

**Position Security**

- ☐ 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