



## **IDENTIFICATION**

<b>Department</b>	<b>Position Title</b>	
Northwest Territories Health and Social Services Authority	Registered Nurse – Long Term Care	
<b>Position Number</b>	<b>Community</b>	<b>Division/Region</b>
48-4700	Inuvik	Continuing Care/Beaufort Delta

## **PURPOSE OF THE POSITION**

Provides multifaceted nursing care to residents of the Long Term Care (LTC) Unit 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, psychosocial, spiritual, educational and daily living 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 Tłı̨chǫ 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 Tłı̨chǫ Community Services Agency will operate under a separate board and Hay River Health and Social Services Agency 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.

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 administers all regional health and social services delivered through the Inuvik Regional Hospital (IRH), a 47 in-patient bed accredited facility, 12 Community Health Centers; and 17 other sites, including social services and dental therapy offices, public health clinics, elder's facilities, and various group homes. The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy community's well-being through excellence, accountability and respect for regional diversity.

Located within the Inuvik Regional Hospital and reporting directly to the Supervisor Long Term Care the Registered Nurse (RN), Long Term Care provides culturally sensitive care to residents who have medical disorders with predictable outcomes in the 25-bed (4 of these beds are for respite care) LTC Unit. During the day shift during the week there is a Team Leader RN on duty. Outside of regular business hours, the RN, Continuing Care will act as a Responsibility Nurse and be accountable for the overall nursing care of all patients within the unit. In addition, during the day shifts there are 3 Personal Support Workers (PSW)s on duty and on nights there is 1 PSW on duty who are functional team members. Every RN, Long Term Care may be required to act as the Responsibility Nurse when working nights or weekends.

The RN, Long Term Care is a member of the nursing team who provides direct care to residents/patients who have common well-defined nursing diagnoses. These residents are long-term convalescent, geriatric, respite or cognitively impaired residents or palliative care patients who live within the unit. Residents within the Unit are visited a minimum of once per week or more frequently as required by their physician. As a result, the RN independently makes day-to-day decisions regarding individual nursing care plans based on delegated medical orders.

The RN, Long Term Care acts as a patient advocate and facilitates communication between the resident, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the resident.

Depending on acuity and census, the RN may be responsible for up to 25 residents at any one time, using sound judgment to provide care through independent nursing interventions and delegated medical orders from the physician. As a result of the nature of the residents' illnesses and lengths of stay (the unit is their home) the LTC Unit is often full or near capacity and requires continual assessment, monitoring and treatment of residents.

Based on patient census and acuity throughout the IRH the incumbent may be required to provide standardized nursing care in the Acute Care Unit.

This position is located in the Inuvik Long Term Care unit and reports to the Supervisor of Long Term Care. The PWS LTC is part of the care team of the long term care home.

## **RESPONSIBILITIES**

**1. The RN, Long Term Care provides independent nursing care to residents requiring 24-hour medical and nursing treatment using a problem solving approach and in accordance with the standards, guidelines and scope of nursing practice to facilitate individualized nursing care to patients of the Continuing Unit.**

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the residents.
- Assist residents to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- Advocate the dignity and self-respect of 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 clients that information learned in the context of a professional relationship is shared outside the health care team only with the residents 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, and
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

**2. The RN, Long Term Care facilitates implements and modifies resident and family education/teaching based on the needs of the resident.**

- Use a holistic approach to facilitate individual learning of residents and their families upon admission and transfer or discharge in relation to resident illness or injury (i.e. self-care, health promotion, etc.).
- Assess the resident for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support residents.
- Coordinate the admission and transfer or discharge of residents. This includes explaining and ensuring that the resident understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).

**3. As a Responsibility Nurse, the RN, Long Term Care assumes accountability for the standard of care delivered toward determining and achieving resident care goals.**

- Make decisions necessary to promote change and ultimate outcome of goal attainment.
- Communicate with other members of the health care team regarding the resident's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.

- Take a lead role in disaster responses within the LTC Unit, and
  - Direct and supervise the functions of others who provide direct care and support (PSWs, Activity Aide, etc.).
  - Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).
- 4. Advocate practice environments that have the organizational and the 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 care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of residents and others in the setting.
  - Orientate new employees to unit specific programs and mandate.
  - Participate in committees, task forces, and research projects as related to the LTC Unit.

## **WORKING CONDITIONS**

### **Physical Demands**

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting residents who are dependent on the nurses for support (i.e. toileting, turning, general mobility, etc.). Lifting of and physical support of residents within the LTC Unit may be done on an individual basis or as a group. Cognitively impaired residents are often resistant to assistance from the RN placing increased physical demands as the RN 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 positions 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, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risk to the incumbent.

### **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 residents within the LTC Unit. Many of the residents within the LTC Unit are cognitively impaired which means that the RN must be constantly alert (100% of the shift) of patients/residents' physical and emotional needs (mood, hygiene, etc.).

### **Mental Demands**

Residents within the LTC Unit are long-term residents where the LTC Unit is the residents' home. As a result, the RN has the opportunity to develop relationships with the resident and the residents' family. The RN is required to support a peaceful and dignified death of these residents that may cause significant emotional stress.

In addition, 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. There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of residents and their families, risk of assault and unknown and unpredictable situations.

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

- The RN, Long Term Care must have knowledge of and an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the residents'/patients' physical, emotional, psycho-social, spiritual and daily living needs are met.
- An ability to educate patients/residents 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 the NTHSSA (i.e. Social Services, Public Health, medevac teams etc.) In order to ensure support of patients/residents and their families.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to - thermometers, NG tubes, sphygmomanometer, stretchers, blood glucose monitors, Kangaroo pumps, suction tubes, etc.)
- An ability to effectively operate non-medical equipment used during the care of patients/residents within extended care (these include but are not limited to lifts, wheel chairs, bathing equipment, laundry equipment, kitchen, etc.).
- 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.

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

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree and 2 years recent experience in a Continuing care setting.

### **ADDITIONAL REQUIREMENTS**

Beaufort-Delta Requirements

Within the IRH all RNs must be registered with the NWTRNA and have completed a satisfactory criminal record check

Within the IRH all RNs must be able to acquire within a reasonable time frame and remain current with the following training and/or certifications:

Non-Violent Crisis intervention.

- Blood Glucose Monitoring.

- WHMIS.
- Back Care.
- Internet and e-mail applications.
- Fire training, and
- Certification in basic CPR.

In addition, the RN, Long Term Care must be able to acquire within a reasonable time frame and remain current with the following training or certification:

- ECG.
- Immunizations.
- Pharmacology.
- IV Therapy, and
- CVC.

**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