



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Primary Care Nurse Practitioner	
Position Number(s)	Community	Division/Region(s)
67-12426	Fort Smith	Health/Fort Smith

PURPOSE OF THE POSITION

The Primary Care Nurse Practitioner incumbent is an autonomous practitioner who will provide residents of Fort Smith with advanced health assessment, diagnosis, intervention and follow up care in accordance with the Northwest Territories (NWT) Nurse Practitioner (NP) acts, regulations, policies, standards, guidelines, mission and the objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) that ensure residents have access to timely, professional and sustainable health services required to maintain optimal health.

SCOPE

The NTHSSA administers all regional health and social services programs through the Fort Smith Health Centre (FSHC), the Northern Lights special Care Home (NLSCH) and other off-site facilities. The Fort Smith Health Center is a 25 In-patient bed accredited facility that also includes the Allied Health Service areas and offices (administration, social services, public health and coordinated home care, midwifery, dialysis), a medical clinic and an emergency ward. The facility serves the residents of Fort Smith, transient residents as well as the residents of Fort Fitzgerald and Peace Point. The NTHSSA, through partnerships, strives to provide an integrated continuum of care that respects the dignity and values of individuals, families and the community as it provides and supports the delivery of health care services to adults and children on an inpatient and outpatient basis in order to enhance healthy community's well-being through excellence, accountability and respect for regional diversity.

Located within the FSHC and reporting to the Medical Director clinically and to the Director of Health Programs and Services. Administratively, the incumbent will provide comprehensive advanced health assessment, make autonomous nursing and medical diagnoses, develop treatment plans, and provide treatment within the HP's scope of practice. The Northwest

Territories Health and Social Services Authority health center provides emergent and urgent services to the residents of the community on a walk-in basis daily and the incumbent is expected to provide full scope of practice care to this target population on a daily basis, (approximately 200 encounters per month). The incumbent will also share responsibility for the staff health program and the facility's Infection Control program.

The focus of the NP is to improve a client's health and ensure that the client's care needs are met in the context of the client's mental, emotional and physical well-being. Particular emphasis on community development and health promotion as well as advanced knowledge and skills in assessment, nursing and medical diagnosis, intervention, treatment management, drug therapy and referral functions which are shared with physicians, pharmacists and other service providers is essential.

The NP will provide advanced clinical practice, education, health promotion and leadership within the facility including but not limited to the following; health promotion, illness and Injury prevention, supportive, curative, rehabilitative, palliative and emergency care. The incumbent will also be required to collaborate with communities to increase the capacity for self-care and provide 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 medical diagnosis, ordering and interpreting selected diagnostic tests and therapeutics (selecting, recommending, prescribing and monitoring the effectiveness of selected drugs and interventions). In addition, the NP will be required to write prescription and treatment orders which will be acted upon by other health professionals (i.e. nurses, pharmacists, etc.)

The NP will-consult with and/or refer to other health professionals as appropriate (i.e. - attending physicians in Fort Smith, specialists, physiotherapists, occupational therapist, mental health therapists, midwives) at any point in the assessment, planning, implementing or evaluating client care when the client's condition is such that diagnosis and/or treatment plan require the services of another health care provider to provide the most effective client care: care that is required beyond the scope of practice of the NP; 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 accepting transfer of care of a client.

Services may be provided within the ESHC public settings, local institutional setting, schools, client's home (i.e. elderly or palliative care client). Services are intended to promote healthy lifestyles, and decrease the incidence of disease, injury and death. Services may be provided autonomously or as part of a multi-disciplinary/interdisciplinary team.

RESPONSIBILITIES

1. Provide advanced clinical health assessment, diagnosis, nursing care and services to clients (individuals, families and groups) on a routine and emergency basis 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 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, autonomously or in consultation with a physician and other members of the primary community care team.
- Implement a comprehensive care plan, which may include autonomously prescribing and dispensing of pharmaceuticals and non-pharmacological interventions in accordance with established NWT Acts, regulations, policies, practices and safety procedures.
- 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 as determined by the client's needs and NP's scope of practice. Communicate and plan ongoing care with other members of the primary community care team.
- Conduct family assessments to identify the broader implications for health within the family in a way that is culturally safe, making referrals to appropriate skilled care providers/practitioners.
- Maintain dialogue with clients and family about the 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 appropriate action.
- Recognize the cultural diversity of the community and incorporate this into the planning and delivery of services.
- Advocate for and respect client dignity and self-respect.
- Promote the autonomy of clients and assist 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 client'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 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 responsibilities and standards of practice.
 - Work in collaboration with other service providers (i.e. physicians, midwives, mental health, social workers, physiotherapists, nurses, etc.) to enhance quality of care and continuity of care.
 - Assist midwives with births as the second birth attendant in the safe delivery of maternity care.
- 2. Develop, facilitate, implement, and modify client and family education/teaching based on the needs of the client.**
- Facilitate the continuity and sustainability of care by Involving other members of the primary care team, other departments or agencies, family and community members as appropriate.
 - Use a holistic and culturally appropriate 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 client 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,**
- 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 Primary Health Care Nurse Practitioner 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 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 resource to implement change.
- Participates in committees and task forces as related to the role of the NP, as required/requested,

5. Assist with NTHSSA program, policy and procedure development related to the roles and responsibilities of the NP.

- 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 base on an n assessment of evidence and analysis or resources to implement change.
- Assist with the development and implementation of health programs in institutional health, staff health, and occupational health and safety.
- Ensure program guidelines and evaluations are based on current evidence base practice

WORKING CONDITIONS

*(Working Conditions identify the **unusual and unavoidable**, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)*

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 within the health centre and emergency patients coming to the health centre.

Environmental Conditions

For entire shifts the incumbent will have moderate levels of exposure to communicable diseases (i.e. TB), blood, body fluid, hazardous materials (sharps, sterilizing solutions), loud noises and offensive/noxious odors that can result in potential health risks to the Incumbent.

Sensory Demands

50-75% of the incumbent's day will be spent providing direct patient care where the incumbent will be required to use the combined sense of touch, sight, smell and hearing during assessment and provision of care in controlled and uncontrolled settings.

Mental Demands

On- call, if required, may cause a disruption of lifestyle and causes significant stress on the incumbent's family and social life.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions (external factors) that may lead to mental fatigue or stress. From time to time FSHC may be required to provide nursing services to abusive patients, individuals under the influence of drugs or alcohol and RCMP escorts. The NP may be kicked, pushed, grabbed or verbally assaulted. Such incidents may occur while the incumbent is on duty, but patients may not be able to separate the position from the individual and further abuse may occur to the incumbent while off duty. As a result, there is a very real concern for safety and well-being which may cause extreme levels of stress on the incumbent both during and after working hours.

The responsibility to make decisions in emergency situations may cause stress on the NP. Other workplace factors that impact patient care may also be cause for stress such as staff shortages, supply shortages etc. The NP will be exposed at times to emotionally distressing situations, such as death and dying.

KNOWLEDGE, SKILLS AND ABILITIES

- The-NP must-be-able to-make-accurate-medical diagnosis of common-illness, identify critically ill and destabilizing chronically ill patients and apply critical thinking when formalizing evaluations resulting in differential medical diagnosis. In addition, the incumbent must be able to implement appropriate treatment plans based on diagnosis within their scope of practice.
- The NP must have advanced knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and advanced nursing practice to ensure that all patients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met as defined within the NP registration requirements by the Registered Nurses Association of the NWT and Nunavut (RNANT/NU).
- 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 in accordance with standards, policies and guidelines of the Department of HSS, NTHSSA and RNANT/NU.
- An ability to effectively triage patients' health care needs.
- Knowledge of best practices in primary health care.
- 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.
- Ability to contribute to the satisfaction and goodwill of clients, colleagues and coworkers 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 (part of the professional accountability for code of ethics and standards of practice).
- Knowledge of and ability to operate word processing application in order to complete training materials and presentation, electronic mail to send and receive correspondence and the internet in order to conduct on-line research.

Typically, the above qualifications would be attained by:

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

ADDITIONAL REQUIREMENTS

Fort Smith Regional Requirements

Within the Fort Smith Region the NP must be able to acquire within a reasonable time frame and remain current with the following training and/or certification:

- Non-violent crisis intervention
- Blood glucose monitoring
- WHMIS
- Back Care
- Immunization Certification
- CPR
- ACLS
- BTLS
- PALS
- NRP

Canadian Nursing Association Certifications are desirable.

Registration with the RNANT/NU as an NP in good standing, and a satisfactory criminal records check are mandatory.

It is expected that the NP must maintain current knowledge and enhance competencies relevant to primary community care practice through professional development activities, peer review and other continuing competency strategies.

Years of experience does not necessarily directly correlate to years of learning. Experience is one way of learning. It is possible to have ten years of work experience but not have equivalent amount of learning. It is not what one does that counts, it is what one learns from what one does that counts.

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