



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Regional Home Care Nurse	
Position Number(s)	Community	Division/Region(s)
37-14831	Fort Providence	Continuing Care Services/Deh Cho

PURPOSE OF THE POSITION

Reporting to the Regional Home Care Nurse in Charge, the Regional Home Care Nurse is responsible for providing home care nursing services to the residents of the Deh Cho Region, in Fort Providence. Home Care Services will be in accordance with the Registered Nurse's established Standards of Practice, Canadian Nurses' Association Code of Ethics, GNWT Continuing Care Standards, the vision, mission, values and policies of the Northwest Territories Health and Social Services Authority (NTHSSA) and the philosophy and principles of "Supportive Pathways".

The aim of this position is to protect and restore the health of clients after an acute illness, injury or surgery; to educate, monitor and maintain the health of clients with a chronic illness(s); to provide palliation to clients needing end of life care; and to coordinate appropriate community based services for clients based on assessed their assessed need(s).

SCOPE

The Deh Cho Region administers all regional health and social services delivered through 3 Community Health Centers, 6 Community Health Station and 1 Long Term Care facility in the Deh Cho Region. The Deh Cho Region provides and supports the delivery of health care services to adults and children on an outpatient and outreach basis as well as to residents of the Long Term Care facility in order to enhance healthy communities' well-being through excellence, accountability and respect for regional diversity.

Reporting to the Regional Home Care Nurse In Charge, the Regional Home Care Nurse serves as a liaison with other members of the primary health care team who are assigned to clients of

the Home Care program within the region. The Regional Home Care Nurse will visit assigned clients within the communities of Deh Cho Region.

The Regional Home Care Nurse provides consultative support and functional direction based on the referral information and plan of care proposed by the Regional Home Care to the seven Home Support Staff; (2) located within the Fort Liard Health Centre, (2) located within the Fort Providence Health Centre and (3) Home Support Workers working out of the Fort Simpson Health Centre.

The Regional Home Care Nurse will receive referrals for nursing services from the Regional Home Care Nurse In Charge in Fort Simpson and either; perform the initial assessment, plan and implementation of nursing services or disseminate information to the appropriate regional nursing staff to provide this service. The Regional Home Care Nurse will work closely with the Regional Home Care Nurse in Charge in ensuring that the appropriate service provider, frequency of visit, type of visit and any changes are documented and allocated to meet the ongoing assessed needs of each individual client.

It is the incumbent's responsibility to prioritize client care needs and the delivery of nursing services, provide case management to the assigned client case load, develop care plans based on the nursing process and assessed client need, identify the client need for additional resources and initiate the referral process.

Services provided by the incumbent are intended to promote accessibility to services in the home, includes client engagement in the plan of care, emphasize health promotion and illness prevention strategies, and promote collaboration with other Regional/Territorial departments and disciplines. The provision of Home Care nursing services allows families and community support networks to be directly involved in client care as are able.

The incumbent works in a specialized area of nursing practice which requires additional training and experience beyond that of basic nursing training, in order to be effective. The independent nature of work demands critical thinking and judgments outside of any set guidelines or practices. Physicians and other supportive resources are not always readily accessible to the nurse within the home environment. In some cases the incumbent may admit a client, perform an initial assessment, plan the course of treatment and discharge the client without a physician's involvement.

Procedures and treatments at home are increasingly complex within a very unpredictable environment. The incumbent will demonstrate respect for traditional lifestyle choices, and be aware of a Client's use of "traditional healing" practices that they may adhere to when ill or to enhance their health. The incumbent must be aware that client's requiring palliation may choose to remain at home versus going to a hospital.

Appropriate use of the Nursing Process to solve challenges and support a "best practice" approach to making clinical decisions will have an impact on; the development of trusting relationships, enhancement of client engagement in care, building and maintaining partnerships with clients, families and community supports that are critical components of

providing care at home.

RESPONSIBILITIES

1. Provide comprehensive nursing services to clients based on assessed need; within their homes and communities and according to the GNWT Continuing Care Standards and Deh Cho Region Continuing Care policies and guidelines.

- Assess for the assigned client's identified and unidentified needs; including but not limited to physical, psychological, psychosocial, functional, spiritual, cultural and behavioral.
- Identify supports available to the client, such as Occupational Therapy, Physiotherapy, Community Health Nursing Services, Diabetic Clinic, Social Services, Mental Health Services, Addition Services, Home Support Services.
- Develop a nursing care plan utilizing the nursing process to include identified client needs, a plan of care for the implementation of nursing interventions and a plan for evaluation of established goals and objectives.
- Assist and engage clients to achieve and maintain their optimum level of health in situations of health stability, illness, injury or through the end of life.
- Advocate for the dignity and self-respect of clients and the identified supports.
- Promote the autonomy of clients and help them to express their health needs and values in order to obtain correct information to design an effective plan of care.
- 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.
- 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" and "Standards of Practice" of the RNANT/NU licensing body and professional Association(s).
- Facilitates referrals to other identified health care professionals to support therapeutic interventions and treatment process.
- Identify and minimize risk factors within the home environment to promote a safe, healthy living environment for clients and staff involved in providing care.
- Participate in committees, task forces, and research projects as related to the Continuing Care.

2. Develop, facilitate, implement and modify health promotion activities based on the needs of the client.

- Use a holistic approach to facilitate individual learning needs of clients and their families in relation to client illness or injury and the plan for care.
- Assess the client for physical and psychological needs; including but not limited to their knowledge of their health, disease process and learning needs.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support clients.

- Participates in program development for specialty program education and teaching.
3. **The Home Care Nurse assists the Regional Home Care Nurse In Charge in the performance of administrative functions that contribute to the effective functioning of the Home Care program of which will facilitate and enhance program development, service delivery and continuity of care.**
 - To assist in the planning, revising program team structure, with a focus on continual improvement.
 - Provide ongoing evaluation of client status and program efficiencies in the delivery of service.
 - Collect and document demographic and statistical information.
 - Communicate with other members of the health care team to enhance safe, quality continuity of care.
 4. **Advocate practice environments that have organizational systems, human support systems, 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 required standard of care.
 - Collaborate with nursing colleagues and other members of the health and social services team, including but not limited to Community Health Nursing, Community Social Services, Mental Health and Addiction Services, Occupational Therapy, Physiotherapy, Physician, Acute Care services, Discharge Planners, to advocate for health care environments that are conducive to ethical practice and to the health and well-being of clients and others in the home setting.

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 day at 10 minutes per incident) the incumbent will be required to lift, carry or support patients during the provision of patient care. This may include incapacitated patients within the home, community and Health Centre, emergency patients coming to the Health Centre and emergency patient who needs emergency transportation. You may be required to lift, carry or support the patient into a vehicle, boat or aircraft. Other physical demands are stocking shelves, moving equipment and performing CPR, being on your feet or sitting for long periods.

Environmental Conditions

For entire shifts the incumbent will have moderate levels of exposure to communicable diseases (i.e. TB), blood (i.e. venipuncture, and during the processing of body fluids for

transportation), body fluid and hazardous materials (sharps, toxic cleaning, biological and sterilizing solutions) that can result in potential health risks to the incumbent.

As a result of living in an isolated, northern community, the incumbent will be required to travel on small planes, on ice or winter roads when traveling to or from the community. The incumbent may be required to travel on helicopter or boat for an emergency transportation of a patient. Some communities have limited modern amenities.

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 within the Health Care Centre.

Mental Demands

The incumbent experiences constant demands from residents within the community who may require nursing care at any time (day or night), that may cause a significant disruption to the incumbent's family and social life. In addition, the incumbent may also be subject to disruption in lifestyle due to 7+ days on-call per month. It is normal for the individual on standby to be called back into work (several times a day and night), which causes significant stress on the incumbent, the family and social life. May be called back to work when not on call to assist in emergency situations.

In addition, within the health care setting there can be significant lack of control over the work place, with frequent interruptions (work is often dictated by external factors of the community, both emergent & non-urgent) that may lead to mental & physical fatigue or stress. Concentration and the ability to remember details are important aspects of the job.

From time to time the incumbent may be required to provide nursing services to abusive patients, individuals under the influence of drugs or alcohol and RCMP escorts. The incumbent may be kicked, pushed, grabbed, spit on, bit, or verbally assaulted. These incidents may occur while the incumbent is on duty as well as when off duty (within a small community it is difficult to separate the individual from the position) As a result, there is a very real concern for safety and well-being which may cause extreme levels of stress & physical harm on the incumbent, both during and after working hours.

A significant amount of time is spent in the client's home providing services where the incumbent can be interrupted by visitors and family members.

KNOWLEDGE, SKILLS AND ABILITIES

- The incumbent must have a working knowledge of and an ability to apply and assess the nursing process (assessment, planning, implementation and evaluation) and current nursing practice (home and continuing care, palliative care, including community health nursing and public health) to ensure that the client's physical, emotional, psychosocial, spiritual and educational needs are met.
- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret, and prioritize findings; and determine and implement a plan of care based on accepted standards of practice, in the GNWT Dept. of Health.
- The incumbent must have an ability to provide emergency care and treatment as the position is required to perform transferred health functions beyond normal hospital training. This includes an ability to perform advanced nursing functions such as but not limited to: suturing, venipuncture for all age groups and immunization techniques, pharmaceutical management as according to NWT Health Centre Formulary.
- A knowledge of and an ability to apply sanctioned transferable medical functions as outlined in the Nursing Administration Manual's standards, policies and guidelines (i.e. pap smears).
- An ability to operate and/or use standard medical equipment (such as but not limited to - ECG, peripheral IV pumps and lines, stretchers, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, x-ray machine, etc.)
- An understanding of and an ability to perform basic Point of Care Testing (POCT) laboratory functions such as but not limited to: HGB, blood smears, pregnancy tests, urinalysis, glucometer, various swab specimens, the preparation of specimens for culture and sensitivity, ECGs and quality control of laboratory machinery, in accordance to Canadian Laboratory Standards.
- An ability to perform radiological examinations (X-rays) of the chest and extremities and transmit for reading via Di-Pacs computerization.
- An ability to apply and remove casts or splints, emergency stabilization equipment.
- Knowledge of and ability to operate computer applications (i.e. Microsoft Word, Excel and electronic medical records) in order to complete training materials and presentations, electronic GNWT email, scheduling of appointments and maintenance of health records (iEHR and EMR, Di-Pacs), Share Point Deh Cho Region for internal messages, forms, links, and the internet in order to conduct on-line research and People Soft (employment records).
- An ability to educate clients and their families (where applicable) on appropriate self-management methods and techniques.
- Knowledge of and an ability to network resources within and outside the Deh Cho Region (i.e. Social Services, Public Health, medevac teams etc.) in order to ensure support of clients and their families.
- 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 and in accordance to Access to information legislation & Public Health, WSCC, etc., mandatory reporting.

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree and 1 year recent homecare experience.

ADDITIONAL REQUIREMENTS

Deh Cho Regional Requirements

Within the Deh Cho Region, health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications:

- WHMIS,
- Standard First Aid, and Certification in basic CPR.
- Blood Glucose Monitoring
- Foot Care Wound Care Palliative Care
- Internet and e-mail applications
- Fire and Safety Training
- LTC Immunization Certification
- Transportation of Dangerous Goods,
- Pharmaceutical process and procedures, and General laboratory functions.

Canadian Nursing Association Certifications are desirable.

Within the Deh Cho Region nurses must be registered with the RNANT/NU and have Class 5 driver's license.

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