



Government of
Northwest Territories

IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Licensed Practical Nurse – Long Term Care	
Position Number(s)	Community	Division/Region(s)
47-4706	Inuvik	Continuing Care Services/ Beaufort Delta

PURPOSE OF THE POSITION

The Licensed Practical Nurse (LPN) provides multifaceted basic nursing care to residents of the Continuing Care Unit in accordance with established standards of nursing practice for LPNs 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 Tłıchǫ 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 Tłıchǫ 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 Inuvik Regional Hospital (IRH) is a 51 in-patient bed accredited facility, 7 Community Health Centers; and 17 other sites, including social services and dental therapy offices, public health clinics, elder's facilities, and various group homes. There are approximately 7,500 residents in the Beaufort Delta region. 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 well-being through excellence, accountability and respect for regional diversity.

Located within the IRH, and reporting directly to the Regional Manager, Continuing Care Services, the LPN in Long Term Care provides culturally sensitive care to residents in the 25-bed (3 of these beds are for respite care) Continuing Care unit with Registered Nurses (RN)s and Personal Care Attendants. During the week day shift there is a Team Leader RN on duty. Outside of these hours, the LPN in Long Term Care will be in charge and is accountable for the overall nursing care of all patients within the unit. Every LPN in Long Term Care may be required to act as the Responsibility Nurse when working nights or weekends.

The LPN in Long Term Care is a member of a multidisciplinary team who: determine resident status at weekly team meetings; respond to actual or potential health problems; plan and perform interventions; and evaluate resident outcomes with the intention of maintaining or regaining client health. Patients are admitted to the facility for a variety of reasons and generally have common well-defined needs. These residents are long-term convalescent, geriatric, respite, and/or cognitively impaired residents or palliative care patients. Residents within the Unit are visited a minimum of once per week 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 orders verified by an RN on duty.

The LPN in 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.

Although the LPN provides direct nursing care to residents, when faced with unfamiliar situations or situations outside the LPN's scope of practice the LPN will refer the situation or problem to a RN or the Team Leader, Long Term Care for direction. The LPN will provide medications within their scope of practice and as defined by NTHSSA policy.

Depending on acuity and census, the LPN 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 Continuing Care 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.

RESPONSIBILITIES

- 1. The LPN, 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 professional nursing practice to facilitate individualized nursing care to patients of the Continuing Unit.**
 - Orientate new employees to unit specific programs
 - The LPN will assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the resident.
 - 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 residents and help them to express their health needs and values to obtain appropriate information and services,
 - Safeguard the trust of residents that information learned in the context of a professional relationship is shared outside the health care team only with the resident's permission or as legally required,
 - Apply and promote principles of equity and fairness to assist residents 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 an LPN's practice.
 - Abide by and promote the principles of the Supportive Pathways model of care.
- 2. The LPN in 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, and their families.
 - 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 LPN in Long Term Care assumes accountability for the standard of care delivered toward determining and achieving resident care goals.**
 - Makes 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 with the Continuing Care Unit.

- Directs and supervise the functions of others who provide direct care and support (Patient Care Attendants, 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,
 - Participate in committees, task forces, and research projects as related to the Continuing Care 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 Continuing Care Unit 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 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 Continuing Care Unit. Many of the residents within the Continuing Care Unit are cognitively impaired which means that the LPN must be constantly alert (100% of the shift) of patients/residents' physical and emotional needs (mood, hygiene, etc.).

Mental Demands

Residents with the Continuing Care Unit are long-term residents where the Continuing Care Unit is the residents' home. As a result, the LPN has the opportunity to develop relationships with the resident and the residents' family. The LPN 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.

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.

KNOWLEDGE, SKILLS AND ABILITIES

- The LPN, Long Term Care must have knowledge of and the ability to apply the nursing process (assessment, planning, implementation and evaluation) and practice to ensure that the patients/residents' physical, emotional, psychosocial, spiritual, educational and daily living needs are met
- An ability to educate patients/residents and their families (where applicable) on appropriate self-care methods and techniques.
- Basic knowledge in 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.).
- Self-Control (Responds Calmly) - Feels strong emotion in the course of conversation or other tasks, such as anger, extreme frustration, or high stress, controls emotions, and continues to talk or act calmly.
- Flexibility (Adapts to Normal Procedures) - Alters normal procedures or ways of working to fit a specific situation to get the job done and/or to meet NTHSSA goals, (i.e. performs co-workers' tasks when needed).
- Valuing Diversity (Monitors and Modifies Own Behavior) - An ability to monitor and evaluate own beliefs and behaviors with regard to prejudices and personal bias, and practice new behavior as appropriate.
- Initiative (Shows Persistence) - An ability to persist that may mean taking two or more steps to overcome obstacles or rejection (i.e. does not give up easily when things do not go smoothly).
- Analytical Thinking (Sees Basic Relationships) - An ability to take apart a problem into pieces and link those pieces together (i.e. A leads to B leads to C) and an ability to sort into order of importance.

- Conceptual Thinking (Sees Patterns) - When looking at information, sees patterns, trends, or missing pieces and notices when a current situation shows some similarities to a past situation, and identifies the similarities.
- Listening, Understanding and Responding (Listens responsively) - An ability to demonstrate objective and active listening. This includes an ability to behave in a helpful and responsive manner and an ability to seek out the facts and pertinent information before drawing conclusions.
- Client Service Orientation (Addresses Underlying Needs) - An ability to seek information about the real, underlying needs of the client, beyond those expressed initially, and matches these to available services.
- Teamwork and Cooperation (Cooperates) - An ability to participate willingly and support team decisions (i.e. is a good team player). This includes doing one's own share of the work and sharing all relevant and useful information.
- Expertise (Answers Questions) - An ability to answer questions as an expert when asked. This includes telling people about current understanding of technical issues.
- Developing Others (Gives Behavioral Feedback) - An ability to give specific positive or mixed feedback for developmental purposes. This includes giving negative feedback in behavioral rather than personal terms, and expresses positive expectations for future performance.

Typically, the above qualifications would be attained by:

Beaufort Delta Regional Requirements

This level of knowledge is commonly acquired through the successful completion of a Licensed Practical Nursing Certificate and two years recent experience within a long-term care setting.

Within the IRH LPNs must be registered with the GNWT Registrar and have successfully completed a criminal record check.

Within the IRH all LPNs must be able to acquire within a reasonable time frame, and remain current with, the following training or certification.

- 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 LPN, 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

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

Aboriginal language: To choose a language, click here.

- ☐ Required
- ☐ Preferred