



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Entry Level Registered Nurse, Public Health	
Position Number	Community	Division/Region
48-95109	Yellowknife	Nursing Units / Yellowknife

PURPOSE OF THE POSITION

The Entry Level Registered Nurse, Public Health is required to provide comprehensive Public Health nursing services to residents of Yellowknife, Ndilo and Dettah, in accordance with established standards of nursing practice, the philosophy, objectives, and policies of the Northwest Territories Health and Social Services Authority (NTHSSA) the principles of Primary Health Care, and the NWT *Public Health Act*. The aim of this position is to protect, restore and/or maintain the health status of clients experiencing various events during the life cycle (i.e. pregnancy and childbirth), prevent or reduce the incidence of communicable diseases, and promote community wellness through health promotion, screening, and intervention activities.

SCOPE

The Yellowknife Region administers all public health, home care and general physician services throughout Yellowknife, Dettah and Ndilo, as well as all regional health and social services delivered in Fort Resolution and Łutselk'e. The Yellowknife Region provides and supports the delivery of community based health care services to adults and children in order to enhance the health and well-being of communities through excellence, accountability and respect for regional diversity.

Located in Yellowknife, the Entry Level Registered Nurse, Public Health reports to the Manager, Public Health, and is a member of a 10+ team of Registered Nurses (RN) in the Public Health Unit responsible for providing culturally sensitive care to approximately 1200-1500 clients per month. This position provides services to individuals, families, and community groups from a main clinic, within the client's home, community sites, and schools on a regular basis.

Public Health programs operate with a philosophy of prevention and assistance to clients in order to achieve and maintain the highest level of health and wellness that is possible for the individual. These programs involve working with several cultural groups and serve a population from newborn to the elderly. The incumbent is assigned to one of 3 public health teams (Communicable Diseases Team, Maternal-Child Program Team or School Program Team) and works collaboratively with other disciplines of the Yellowknife Region in order to meet the overall goals and objectives.

The Entry Level Registered Nurse, Public Health (PHN), is a member of a nursing team who provides direct nursing care to clients and their families. The incumbent works in a specialized area of nursing which requires additional training beyond that of the basic nursing training, in order to be effective in an expanded scope of practice that demands independent thinking and judgments outside of any set guidelines or practices.

This role may expose the incumbent to emotionally upsetting experiences. As a professional obligation, the Public Health Nurse is required to report abuse if it is encountered.

The PHN is expected to remain calm, controlled and professional in all situations, and to demonstrate care and compassion to the client, family and other members of the health care team.

RESPONSIBILITIES

- 1. Provide comprehensive public health programs including Maternal Child, Communicable Diseases, and School Health. Within these programs are various services including but not limited to health promotion, Well-Child clinics, pre and post-natal classes, home visits, vision, hearing, speech and developmental testing, immunization clinics, Travel Clinic, STI and TB programs, and communicable disease surveillance, control and treatment in order to protect, prevent and reduce the incidence of communicable disease, promote a healthy life style and enhance community wellness.**
 - Deliver a wide variety of public health clinics and services both mandated and ones developed in response to community needs.
 - Evaluate community health programs on a continuing basis and modify programs for appropriateness.
 - Act as a resource for other community based health care workers.
 - Promote safe and healthy environments in homes, schools, day cares, and worksites and in the general community.
 - Participate in committees, task forces, and research projects as related to the specialty programs.
- 2. Provide direct nursing care and performs sanctioned transfer of medical functions (i.e. dispensing medications), to clients using a problem solving approach to facilitate individualized nursing care to clients of the Public Health Unit.**
 - Use the Nursing Process (assessment, planning, implementation and evaluation) when

providing direct client care and developing programs and services.

- Advocate the dignity and self-respect of clients.
- Promote the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- 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.
- Make decisions regarding client management and facilitates referrals to other health care professionals to ensure early diagnosis and prompt intervention in the therapeutic and disease process. Incumbents do limited diagnosing and treatment, such as TB lab/x-ray tests and can prescribe medications based on the Yellowknife Region's formulary for things such as STI's and TB.

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

- Use a holistic approach to facilitate individual learning of clients and their families in relation to patient 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.
- Facilitate individual learning in relation to patient illness or injury.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support clients.
- Participate in program development for specialty program education and teaching.
- Provide health promotion presentations and opportunities in various locations within the community on a wide range of health topics such sex education and prenatal and postnatal classes, etc.

4. Perform administrative functions that contribute to the effective functioning of the Public Health Unit and enhance program development, delivery and continuity of care.

- Order supplies, prepares reports, processes correspondence, etc.
- Assist in the planning, development and evaluation of public health programs, services, and policies with a focus on continual improvement.
- Collect and document demographic and statistical information.
- Communicate with other members of the health care team regarding the client's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.
- Communicate with the Medical Health Officer and Environmental Health Officer on issues pertinent to the *Public Health Act*.
- Provide coaching and leadership to peers, students and other members of the

- healthcare team to develop skill levels necessary to achieve the standard of care.
- Collaborate with other health care providers and community agencies in order to establish action and overlap within the community for resolution of health issues and promotion of healthy behaviours and public policy.
 - Collaborate with nursing colleagues and other members of the health care team (including teachers, physicians, OT's, Physiotherapists, Social Workers, etc.) to advocate health care environments that are conducive to ethical practice and to the health and well-being of clients and others in the setting.
 - Provide orientation to new employees on unit specific programs and mandate.
 - Participate on committees, task forces, and research projects as related to the Public Health Unit.

WORKING CONDITIONS

Physical Demands

Off-site visits (40% of the time) require the incumbent to daily carry supplies and/or equipment up and down stairs as well as into and out of a vehicle. 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 (such as TB, whooping cough, head lice, needle stick injuries, etc.), blood and body fluid, and hazardous materials. While performing home visits, the incumbent encounters unsanitary conditions, animals (pets) and clients and/or family members who are smoking, drinking alcohol or using drugs.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going client assessment.

Mental Demands

The environment is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities. In addition, within the health profession there can be significant lack of control over the work pace, with frequent interruptions. When tracing candidates in regards to communicable diseases, the incumbent may be required to track down clients in unpleasant locations.

When making home visits, contacting clients in regard to communicable diseases or delivering necessary outreach programs, the PHN may be exposed to violent clients and/or family members who are under the influence of alcohol and/or drugs. The PHN will also come into contact with clients who are mentally ill or homeless, and/or demonstrate a range of emotional and physical states. At times, the emotional state of clients and family members

brings uncertainty in knowing what to expect while at work, and the incumbent may experience concern about their physical safety in unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current nursing theory, health regulations, trends in health promotion/disease prevention, growth and development.
- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation).
- An ability to educate 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 the Yellowknife Region (i.e. Social Services, Public Health, etc.) in order to ensure culturally sensitive support of clients and their families.
- An ability to operate a desktop computer in order to maintain a client database system, send and receive electronic mail, perform word processing and access information over the Internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to - thermometers, sphygmomanometer, syringes, audiometer, etc.)
- Able to provide training, advice and assessment using specialized equipment, medications, tools and techniques.
- Ability to perform basic lab skills necessary to prepare blood specimens, vaginal and urethral swabs, pap smears, nasopharyngeal specimens, etc.
- Ability to perform pharmacy skills such as dispensing of medications under approved policies.
- Ability to communicate effectively (orally and in writing).
- Ability to be self-directed, organized, meet deadlines, and prioritize own workload.
- Knowledge and application of knowledge relating to the importance of confidentiality and keeping personal and medical information private and confidential at all times.

Typically, the above qualifications would be attained by:

The successful completion of a Nursing Degree.

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices is required.

Class 5 Driver's License.

Must be eligible for registration with the NWTRNA.

The Entry Level Registered Nurse, Public Health must be able to acquire within a reasonable timeframe and remain current with the following training and/or certifications:

- Non-Violent Crisis Intervention,
- Immunization Certificate,
- Internet and email applications
- Fire Plan for the Yellowknife Region
- WHMIS, and
- Certification in basic CPR.

The incumbent may be required to obtain additional skills training in areas such as, but not limited to ,the following, as directed by the supervisor: Venipuncture and IV Certifications; Pap Smear and various swabs; STD and TB assessment including lab and x-ray, contact tracing and treatment; Travel Immunizations; Dispensing medications, and Lactation Consultant Certification or Breast feeding course.

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