



Tłicho Community Services Agency
Dę Nłłke Lani Nłłts'etso - Strong Like Two People

IDENTIFICATION

Department	Position Title	
Tłicho Community Services Agency	Licensed Practical Nurse	
Position Number	Community	Division/Region
27-15027	Behchokò, NT	Health & Social Program/ Tłicho

PURPOSE OF THE POSITION

The Licensed Practical Nurse (LPN) plans, implements and evaluates personalized care for residents of the Long Term Care Facility (LTCF) by assisting with activities of daily living, in accordance with the philosophy and objectives of the Tłicho Community Services Agency (TCSA), to ensure the continued health, safety, comfort and independence of residents.

SCOPE

The scope of the Tłicho Community Services Agency is to manage the delivery of a range of integrated public GNWT and First Nations health, wellness and education programs and services for the Tłicho communities of Behchoko, Gameti, Wekweeti and Whati. Established in 2005 as part of the Tłicho Agreement, the Agency is designed to be an interim GNWT organization through which the Tłicho Government will eventually exercise their treaty rights for self-government. The Agency serves approximately 3,000 people. Programs and services include K-12 education, health and wellness, child and family services, mental health and addictions, continuing care and independent living.

The Tłicho Community Services Agency vision "Strong Like Two People" is a metaphor for the desire by community leadership to build an organization, and create programs and services, that recognize the strength and importance of two cultures. Local Tłicho and non-Tłicho knowledge have complementary strengths, which together can achieve solutions to contemporary problems which neither could alone.

The Long Term Care Facility in Behchoko is an 18 bed territorial facility. It serves the residential needs of 16 full time seniors admitted through the Territorial Admissions Committee and 2 short stay respite/palliative clients. Located within the Jimmy Erasmus Senior's Home and reporting directly to the Clinical Care Coordinator of the Seniors Home, the incumbent provides 24-hour, 7 days a week, culturally sensitive care to the residents.

The residents live within the home environment of the Jimmy Erasmus Senior's Home and are experiencing a chronic illness or disability that has resulted in physical frailty and/or cognitive impairment that requires 24-hour care. The residents' medical outcomes are somewhat predictable. Residents within the facility are visited regularly by a Nurse Practitioner or Physician. The LPN makes day-to-day decisions regarding resident care based on delegated medical orders and consults with the Clinical Care Coordinator and/or the Nurse on Call at the Mary Adele Bishop Health Center as required.

The Licensed Practical Nurse is responsible for: ensuring all resident care requirements are carried out and met in a safe, timely and effective manner. This position liaises closely with Resident Care Aides, Recreation Therapy, Day Program Coordinator, & Dietary/Housekeeping departments and other medical professionals.

The LPN provides direct personalized care to residents who have common well-defined nursing diagnoses and oversees the clinical care provided by the Resident Care Aides to the residents. The LPN will act as a resident's advocate and facilitates communication between the patient, family, the Clinical Care Coordinator, 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 residents.

RESPONSIBILITIES

1. Under the direction of the Clinical Care Coordinator within the scope of practice of LPN registration of the Northwest Territories, the LPN will provide nursing care to residents of the LTCF to achieve health, security, and independence as defined by the resident.

- Ensure safe medication supply, administration, storage, recording and evaluation;
- Ensure/monitor document medications including effects, side effects, and/or reactions;
- Ensure/promote safety for the residents;
- Perform skin and wound care following established procedures and protocols;
- Collaborate with members of the healthcare team, residents, resident designates, family members in developing a dynamic care plan which meets the resident's needs, wants and preferences;
- Mentor resident care aides when completing tasks together;
- Participate in resident care conferences as required;
- Assist patients to achieve their optimum level of health in situation of normal health, illness, injury, or through the process of dying;
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services;
- Package and transport biological samples and pharmaceutical materials when required;
- Log all incidents such as conflicts, concerns and stress experienced by residents;
- Advise the Clinical Care Coordinator and other co-workers of changes in residents' behaviour and any special instructions to be carried forward into the next shift;

- Assist in housekeeping, laundry and dietary departments as assigned; and
- Prepare written shift reports on activities or occurrences for each shift.
- Assist the Clinical Care Coordinator in staff scheduling and attendance.

2. Promote and ensure adherence to principles of quality service.

- Adhere to quality standards as outlined in the TCSA policy and procedure manual;
- Participate in and support quality improvement actions;
- Actively seek education opportunities to enhance resident care;
- Make suggestions for changes to policies and procedures as appropriate; and
- Ensure care is provided safely, effectively, efficiently, by competent staff, in the best place, at the appropriate time, in a supportive environment, and in a way that is acceptable to the residents and community.

3. The LPN promotes cultural safety for residents and LTCF team members.

- Actively seek opportunities to enhance respect and equality among residents and care providers; and
- Participate in educational opportunities that help the incumbent to recognize and identify how their attitudes affect nursing practice.

WORKING CONDITIONS

Physical Demands

Approximately 3-4 times per week at 10 minutes per incident the incumbent will be required to lift, carry or support patients while providing patient care. The incumbent will also be required to lift and move medical equipment and other supplies (often in excess of 20 pounds) on a regular basis.

The incumbent must be able to:

- Stand for extended periods during the shift
- Walk for extended periods during the shift
- Bend forward and in various directions to assist residents and complete duties
- Kneel for periods of time
- Lift and carry loads up to 25 kg in weight
- Assist residents and clients who are dependent for support with transfers and mobility
- Regularly engage in physical exertion
- Complete repetitive motion, and
- Operate in awkward positions.

Environmental Conditions

For entire shifts the incumbent will have moderate levels of exposure to: communicable diseases (e.g., tuberculosis); other body fluid; and hazardous materials (sharps, toxic cleaning and sterilizing solutions); that can result in potential health risks to the incumbent.

Sensory Demands

75% of the incumbent's day will be spent providing direct patient care where the incumbent will be required to use the combined senses of touch, sight, smell and hearing during assessment and provision of care.

Mental Demands

Establishing relationships with and providing care to aged residents or clients who may be ill, disabled, palliative or cognitively impaired can be stressful. Working with residents or clients who may become confused, intoxicated, physically or verbally aggressive or may have language barriers can be stressful at times. Family members can be challenging, and lack understanding of the limits to care in a facility, causing stress.

The incumbent must be able to maintain a positive attitude when responding to all of these situations, and must have the ability to deal effectively with angry and frustrated people. Patience, tact, and sound judgment are required as well as the ability to use non-violent crisis intervention techniques, at all times with due regard for Tlicho culture and traditions.

Work schedules will be regularly reviewed and may be changed as needed in accordance to operational requirements.

The incumbent may be required to work various shifts including weekends, day, evening and night shifts.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and ability to apply the nursing processes (assessment, planning, implementation, and evaluation).
- Knowledge of biological, physical, and behavioral sciences in order to recognize, interpret, and prioritize findings to determine and implement the plan of action based on accepted standards of practice.
- Knowledge of and ability to network resources within and outside the TCSA: e.g., Stanton Territorial Hospital, Social Services, Public Health, Continuing Care and Independent Living.
- Knowledge of the principles of wound care.
- Knowledge of foot care.
- Knowledge of Supportive Pathways.
- Knowledge of the principles of palliative care.
- Knowledge of healthy aging process,
- Knowledge of traditional healing methods as well as community and cultural norms
- Communication skills suitable for client and community service delivery and teaching/learning.
- Ability to work as a member of a multi-disciplinary, multi-cultural team.
- Ability to operate and/or use standard medical equipment, such as but not limited to: stretchers, thermometers, sphygmomanometers, blood glucose monitors, suction tubes, sharps, oximeter, ECG machines, etc.

- Ability to assess, give, and evaluate the effects of medication.
- Ability to provide training, advice, and assessment using specialized equipment, medications, tools and techniques.
- Ability to assess client/community strengths and abilities, plan and implement care, and assess care in collaboration with clients and other health care team and community members.
- Ability to educate patients and their families on appropriate self-care methods and techniques.
- Ability to operate a desktop computer in order to send and receive electronic charting and conduct research over the Internet.
- Self-confidence (Acts Independently)—An ability to take independent action when necessary and in appropriate circumstances (even when others may disagree)
- Flexibility (Adapts Tactics)—An ability to adapt to fit the situation or person faced and decide what to do based on the situation.
- Valuing Diversity (Monitors and Modifies Own Behavior)—An ability to monitor and evaluate one's own beliefs and behaviors with regard to prejudices and personal bias, and practice new behaviors as appropriate (cross-cultural awareness).
- Self-development (Plans Personal Development)—An ability to anticipate what personal skills and competencies will be needed to meet future job or situational demands and put long-term self-development plans into action to prepare self to meet these future needs.
- Listening, Understanding and Responding (Effective Use of Empathy)—An ability to demonstrate accurate insight into other people's/groups behavior and motivation and respond appropriately.
- Client Service Orientation (Addresses Underlying Needs)—An ability to seek out information about the real, underlying need of the client, beyond those expressed initially, and match these to available services).
- Writing Skills (Writes Coherently)—an ability to produce written documents which are clear with respect to content and easy to understand.
- Teamwork and Cooperation (Expresses Positive Expectations of Team)—An ability to express positive expectations of others in terms of their abilities, expected contributions, etc. This includes speaking of team members in positive terms and showing respect for others' intelligence by appealing to reason.
- Expertise (Volunteers Extra Knowledge)—An ability to go beyond just answering questions, to add extra knowledge, greater understanding, or to help influence an internal or external client.

Confidentiality is of prime importance, as well as tact, discretion and the ability to communicate effectively. Failure to demonstrate these qualities may result in inappropriate decision making & negative publicity for the organization.

Typically, the above qualifications would be attained by:

Graduation from a recognized Licensed Practical Nursing Program.

Completion of a pharmacology course which includes medication administration.

Current BCLS

Experience working with seniors would be considered an asset.

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

Indigenous language: Select language

- ☐ Required
- ☐ Preferred