IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Recreation Therapist – Long Term Care	
Position Number	**Community**	**Division/Region**
48-17226	Yellowknife	Rehabilitation and Continuing Care Services / Yellowknife Region

PURPOSE OF THE POSITION

The Recreation Therapist - Long Term Care (Therapist) provides therapeutic recreation for residents of all ages who live in Yellowknife Long Term Care (LTC) with various conditions in order to meet their individual needs while enhancing quality of life in accordance with the goals and objectives of the resident's care plan, the Code of Ethics and Rules of the Canadian Therapeutic Recreation Association (CTRA) and the philosophy and strategic priorities of the Northwest Territories Health and Social Services Authority (NTHSSA).

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chǫ 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 include 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 Tłı̨chǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. 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.

The NTHSSA administers health and social services to the residents of the Yellowknife Region in the NWT. The NTHSSA directly and contractually employs over 300 staff who deliver these services in Yellowknife, Ft. Resolution, Łutselk'e, Ndilǫ, and Dettah for the Yellowknife Region. The NTHSSA provides and supports the delivery of services to adults, children, and seniors on an inpatient, outpatient, and outreach basis at multiple sites across the city of Yellowknife and the Communities of Łutselk'e, Ndilǫ, Dettah, and Ft. Resolution. These services include community based social services, a public health clinic, primary care services, rehabilitation services, home and community care services, and long-term care/extended care services.

Reporting directly to the Supervisor, Recreation Therapy; the Therapist provides culturally sensitive care to all residents of Yellowknife LTC. The incumbent works closely with the Indigenous Wellness department and the Territorial Rehabilitation units. The Recreation Therapy unit consists of a Supervisor, Recreation Therapy, Recreation Therapist(s) and Activity Aides.

Located within Yellowknife LTC, the Therapist has approximately five resident encounters per day. The Therapist will work with all LTC residents to develop appropriate recreation programs. The incumbent will perform clinical and, where applicable, standardized assessment and provide direct and indirect care based on a best practices approach aimed at positive outcomes for Recreation Therapy intervention (e.g., assessment, consultation, education, etc.). The incumbent acts as an educational resource and monitors the delivery of treatment delegated to clients, family, and healthcare within LTC. The incumbent will research, design, and implement programs, educational material and deliver workshops on topics related to Recreation Therapy.

The Therapist will work with residents who have been affected by physical illness or injury, congenital or developmental delays, mental illness, the aging process and/or psychosocial challenges. The focus of the assessment and interventions are on participation and performance within leisure and therapeutic recreation. The focus of the therapy is to assist the individuals in resolving impact of disease/injury, engaging in leisure/recreation activities, and developing leisure/recreation skills as well as improving quality of life. This often requires the application of therapeutic processes aimed at enhancing physical, cognitive and emotional components.

The incumbent will evaluate the resident's recreation needs based on presenting impairment, disability and/or handicap, past and present leisure interests to design and prescribe a treatment plan to meet those needs. The treatment plan will include but not be limited to identifying additional required resources (both human and material) and educational needs, cost effective intervention strategies and discharge planning. The incumbent may recommend cross referral to other healthcare providers (e.g., medical specialist, physiotherapist, social workers, audiologists, speech language pathologists, etc.).

In addition, the incumbent may provide care by assisting the client to learn modified approaches to leisure activities, increase or maintain social interaction skills and participate in community integration activities.

RESPONSIBILITIES

1. **Assess residents' recreation and leisure needs in collaboration with the healthcare team.**
   - Gather information from the residents through interview, observation, and standardized evaluation.
   - Review medical record and gather other relevant information from family and other members of the healthcare team.
   - Review and explore opportunities for inclusion of Indigenous Wellness Program as part of recreational therapy program for indigenous residents and their families.

2. **In collaboration with the healthcare team, develop resident and family centered, individualized care plans that will best meet the needs of the residents.**
   - Analyze assessment findings.
   - Participate in multi-disciplinary resident care rounds.
   - Develop outcome-oriented scheduled activities that are appropriate for the residents' needs based on the client's individual assessment.
   - Collaborate with Activity Aides and Indigenous Wellness Program staff in delivery of therapeutic activities, where appropriate.
   - Review and modify the schedule of programs according to the resident's needs and scope of practice for Recreation Therapists.
   - Attend and participate in conferences for client management and committees relevant to the therapeutic care of clients on an as needed basis.
   - Participate in ongoing research for the maintenance and improvement of therapeutic recreation services for the designated units.

3. **Develop a monthly recreation calendar for LTC to deliver therapeutic activities to meet the needs of residents.**
   - Conduct a combination of daily individual therapeutic sessions and/or group activities.
   - Maintain a safe and secure environment in accordance with NTHSSA policies and procedures.
   - Ensure an inventory of supplies/equipment is current and updated regularly.
   - Prepare and maintain budget as allotted.

4. **Evaluate the effectiveness of planned activities and individual client expected outcome.**
   - Maintain relevant statistics and reports as required.
   - Maintain documentation of treatment plan in individual resident care plan according to LTC guidelines of charting.
   - Develop and track appropriate outcome measures.
   - Collaborate with healthcare teams to update individual care plans to reflect any adjustments made to the recreational programs as the client's needs may change.
   - Provide coaching and leadership to peers, students, and other members of the healthcare team to develop skill levels necessary to achieve therapeutic care.

5. **Provide coverage for the Recreation Therapist – Acute Care at Stanton Territorial Hospital in the event of planned or unplanned leave.**
   - Assess patient's recreation and leisure needs in collaboration with the healthcare team.
   - Develop patient and family centered individualized care plans that will best meet the needs of the patients.

WORKING CONDITIONS

Physical Demands

Some of the incumbent's day will be spent bending and standing in awkward positions providing physically demanding services (e.g., repetitive, and forceful use of hands) to clients while providing assessment or care. The incumbent may assist with transferring residents who require assistance and moves heavy therapeutic equipment during service provision. This may require lifting equipment above shoulder height.

Environmental Conditions

During their day an incumbent may be exposed to communicable diseases, blood and body fluid 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 and hearing during assessment and provision of care in a LTC setting.

The Recreation Therapist must be constantly aware (50% of the workday) of residents' physical and emotional needs (mood, hygiene, etc.). Residents may be unable to request assistance when required, therefore the Incumbent must always maintain alertness.

Mental Demands

The Recreation Therapist has the opportunity to develop relationships with the residents of Yellowknife LTC. The incumbent is expected to remain calm, controlled, and professional, regardless of the situation and demonstrate compassionate care to the client, family, and other members of the healthcare team.

There is uncertainty in knowing what to expect while at work. Within the healthcare setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

The Recreation Therapist is required to be motivated and innovative in continuing education and practice to encourage the professional growth of self and others.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of developmental stages throughout the lifecycle.
- Knowledge of safety practices and principles in recreational activities, equipment use and outings.
- Knowledge of basic financial skills to manage a budget.
- An ability to apply Recreation Therapy philosophies and principles including group dynamics and age cohort characteristics for appropriate programming.
- An ability to develop specific recreation program protocols and procedures.
- An ability to communicate effectively within the unit, department, and community.
- Assessment and treatment skills in the physical, social, cognitive, and emotional functioning of individuals.
- An ability to develop a network of resources within and outside the organization.
- An ability to motivate clients to participate in activities.
- Sensitivity to geographical/cultural diversity.
- Be a creative and Innovative thinker by providing a variety of activities to challenging clients.
- An ability to operate a desktop computer to send and receive electronic mail, conduct research over the internet and produce reports.
- An ability to effectively operate non-medical equipment (these include but are not limited to lifts, wheelchairs, transport equipment).
- An ability to organize his/her workplace and schedule.
- An ability to prioritize in a changing environment.
- An ability to work independently and as part of a multidisciplinary team with minimal supervision.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

This level of knowledge is typically acquired through the successful completion of a Bachelor's degree in Recreation Therapy. Equivalent combinations of education and experience will be considered.

Experience working as a Recreation Therapist is as asset.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

- Professional member of the Alberta Therapeutic Recreation Association (ATRA)
- Certification and membership (within 12 months of hire) with the National Council for Therapeutic Recreation (NCTRC) as a Certified Therapeutic Recreation Specialist (CTRS).
- Proof of Immunization in keeping with current public health practices is required.

NTHSSA has several certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Indigenous Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

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