



IDENTIFICATION

Department		Position Title	
Northwest Territories Health and Social Services Authority		Entry Level – Primary Health Care Nurse Practitioner (ELPHCNP)	
Position Number(s)	Community	Division/Region(s)	
57-14901	Yellowknife	Primary Care/HQ	

PURPOSE OF THE POSITION

The Entry Level – Primary Health Care Nurse Practitioner (Entry Level - PHCNP) is responsible for providing clients with advanced health assessment, diagnosis, interventions and appropriate follow-up to ensure clients receive timely health assessment and diagnosis, optimum support and continuity of care.

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 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 (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.

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.

Northwest Territories Health and Social Services Authority (NTHSSA) - YK Region provides a comprehensive range of health and social programs and services to approximately 20,000 residents of Yellowknife, Detah , Ndilo, Łutselk'e and Fort Resolution. Primary health care services are delivered at two sites in Yellowknife including health and social programs in Łutselk'e and Fort Resolution. NTHSSA - YK Region also provides services to a significant transient population from other regions of the NWT, Nunavut and from various mine sites.

The primary health care clinic with two sites in Yellowknife includes a number of multi-disciplinary health care practitioners providing comprehensive patient assessment, coordinated intervention/plans of care, case management of complex or high need clients, personalized teaching and client follow-up. The practitioners include but are not limited to: physicians, public health practitioners, midwives, nurse practitioners, and mental health and addictions practitioners, some of whom report to other managers.

Reporting to the Regional Manager, Primary Care, the incumbent works within the multi-disciplinary primary health care team providing comprehensive health assessment, makes diagnoses and developing interventions within scope of practice. The incumbent works in a variety of program areas and community setting including within a clinic site; in a client's home; a public or community outreach setting (such as the Centre for Northern Families and Stanton Territorial Hospital). Mentorship and guidance centers on specific organizational orientation and the practical aspects of clinical practice, such as learning to manage a full client load and gaining familiarity with the broader context of the work.

The Entry Level – Primary Health Care Nurse Practitioner (PHCNP) provides comprehensive nursing care including but not limited to health promotion, illness and injury prevention, supportive, curative, rehabilitative and palliative care. The Entry Level - PHCNP is also required to collaborate with primary health care practitioners to increase the capacity for self-care and provide direction as an educator, leader, researcher and advanced clinical practitioner.

The Entry Level - PHCNP consults and/or refers clients to other health care practitioners as appropriate, at any point in the assessment of a client or when planning, implementing, or evaluating client care when the condition is such that: diagnosis and/or treatment plan is unclear or beyond the scope of the Entry Level - PHCNP to determine; required care approaches or reaches the limits of scope of practice; is potentially life threatening or a chronic health problem destabilizes. The degree to which a physician become involved will vary from: providing an opinion and recommendation at one end of the spectrum to assuming primary responsibility for care of the client at the other.

The Entry Level - PHCNP is also responsible for providing community outreach services approximately one day a week at settings such as the Centre for Northern Families.

RESPONSIBILITIES

- 1. With the organizational guidance of a colleague PHCNP, provide advanced health assessment, nursing care and services to clients on a routine and emergency basis (if appropriate) to promote a healthy lifestyle; to prevent and/or reduce incidence of disease, disability and death; to support rehabilitation and to restore health; and to support a client to die comfortably and with dignity.**
 - Systematically assess individual health status through the collection of an appropriate history, performance of physical assessment and the ordering and interpretation of diagnostic tests.
 - Establish a diagnosis through analysis and synthesis of data from multiple sources; communicates health findings and establishes a plan of care with a client.
 - Develop a plan of care based on client need, independently or in consultation with a physician and other member of the primary health care team.
 - Implement a comprehensive care plan, which may include the prescribing and dispensing pharmaceuticals in accordance with established regulations, policies, practices and safety procedures as well as non-pharmacological interventions.
 - Incorporate appropriate complementary and traditional therapies if safe and no contraindications that the client may be using or wish to use.
 - Refer clients to other practitioners as determined by scope of practice and client needs.
 - Delegate client care to LPNs and other health care providers as appropriate.
 - Conduct family assessments to identify the broader health implications within the family in a manner that is culturally appropriate.
 - Maintain dialogue with clients and family about the clients' condition and future plans, as appropriate.
 - Maintain records in accordance with professional and legal requirements.
 - Provide periodic review and monitoring to assist client, with stable conditions to manage their health status.
 - Review progress with client and evaluate the care management outcomes.
 - Recognize need for crisis intervention and counseling for common, emergent or urgent psycho-social conditions/situations and take appropriate action.
 - Advocate for the dignity and self-respect of clients.
 - Promote the autonomy of clients and help them express their health needs and values to obtain appropriate information and services.
 - Safeguard the trust of the client that information learned in the context of a professional relationship is shared outside the primary health care team only with the patient'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 professional responsibilities and standards of practice.
- 2. With the informative support of a colleague PHCNP, develop, facilitate, implement and modify client and family education/teaching based on the needs of the client.**
 - Develop and implement a variety of interventions to address client needs.

- Identify where new programs or services are needed and work with management and other practitioners to develop such.
 - Facilitate the continuity and sustainability of care by involving other practitioners, departments, family and community members as appropriate.
 - Use a holistic approach to facilitate learning of client and families in relation to client illness or injury (i.e. self-care, health promotion etc.).
 - Assess client learning needs.
 - Develop, monitor and evaluate on an ongoing basis educational resources necessary to support clients.
- 3. With the general guidance of a PHCNP, conduct health surveillance and preventative activities that may improve the health of the population. This is done in conjunction with clients, health care practitioners and agencies.**
- Conduct and participate in community needs assessment; and based on the results and in collaboration with stakeholders, prioritize and develop culturally sensitive health promotion strategies.
 - Support and promote community participation in decision making and ownership of constructive changes to enhance the community's health.
 - Promote healthy public policy.
- 4. In organizational collaboration with a colleague PHCNP, provide expert and specialized knowledge or primary health care related to nursing in the NWT and to provide direction and leadership for enhancing the NWT integrated service delivery model.**
- Articulate the role of the PHCNP to clients, general public and primary health care team.
 - Provide coaching and clinical leadership to peers, students and other members of the health care team to develop skills levels necessary to achieve the standard of care.
 - Collaborate with primary health care practitioners to advocate health care environments that are conducive to ethical practice and to the health and well-being of clients.
 - Facilitate and foster active communication, collaboration and linkages between key stakeholders with and outside the community.
 - Participate in research and special project initiatives that contribute to evidence based practice. This includes reviewing literature on current clinical practice, recommending change to clinical practice standards, protocols and procedures based on an assessment of evidence and analysis of resources to implement change.
 - Participate in committees as related to the role of the PHCNP.

WORKING CONDITIONS

Physical Demands

There is, from time to time, physical effort required for this position as the incumbent works in a clinical environment. There will be physical demands on the incumbent as she/he is required to assist in the transferring of patients or do other heavy lifting and perform patient

assessment in which the incumbent is required to stand in an awkward position (bending & stooping).

Environmental Conditions

Exposure to potential communicable diseases, body fluids, human waste, hazardous materials (sharps, toxic wastes, cleaning solutions). This exposure is moderate.

Sensory Demands

50 % - 75% of the day is spent providing direct patient care where the incumbent is required to use the combined senses of touch, sight, smell and hearing during the assessment and provision of care.

Mental Demands

The incumbent may be exposed to emotionally disturbing experiences. The incumbent is expected to remain calm, controlled and professional regardless of the situation.

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 and stress.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of clients and their families, exposure to volatile situations.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and ability to apply advanced nursing processes and practice to ensure that all of the clients' physical, emotional, psycho-social, spiritual, and daily living needs are met.
- Ability to educate clients and their families as applicable on appropriate self-care.
- An ability to provide emergency care and treatment as needed and within scope of practice.
- Ability to identify and network with health and community resources.
- Knowledge of best practices in primary health care delivery.
- Conceptual understanding of the model of integrated health care service delivery model and the application of nurse practitioner competencies to multidisciplinary practice settings.
- Understanding and sensitivity to cultural and socio-economic issue of the NWT.
- Knowledge of and ability to accurately interpret legislation, regulations, standards, policies and guidelines related to advanced nursing practice.
- Ability to deal with clients and their families, health care practitioners and others in situations of extreme stress in a diplomatic, respectful and empathetic manner.
- Ability to problem solve using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive and constructive thinking skills.

- Knowledgeable about, sensitive to and adheres to confidentiality issues, policies, standards and practices.
- Knowledge of and sensitivity to cultural, social, gender and age dynamics with an ability to interact with a variety of people in a non-judgmental manner. Computer literate with an ability to use and/or learn a variety of software applications.
- Ability to seek out information about the real underlying needs of the client, sometimes beyond those expressed initially and match to available services.
- Excellent written and oral communication skills including listening, observing, assessing and reporting. This includes the ability to write in a clear, cohesive and understandable manner.
- An ability to go beyond just answering questions but to add extra knowledge, greater understanding or to help influence an internal or external client
- It is expected that the Intern - PHCNP will maintain current knowledge and enhance competencies relevant to primary community care practice through professional development activities, peer review and other continuing strategies.

Typically, the above qualifications would be attained by:

Certification as a Nurse Practitioner. A minimum of six months of nursing experience in a primary care setting that may be obtained in a practicum setting. In addition, the successful candidate must also must have proof of current immunization status and be actively registered with the Registered Nursing Association of the Northwest Territories and Nunavut.

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