



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Nurse Specialized in Wound, Ostomy and Continence	
Position Number	Community	Division/Region
48-13559	Yellowknife	Health Services/NWT

PURPOSE OF THE POSITION

The Nurse Specialized in Wound, Ostomy and Continence (NSWOC) is responsible for providing advanced, specialized nursing expertise and leadership to protect, restore, maintain or improve the wound, ostomy and continence issues for people of all ages in the acute care, long term care and home and community care settings in the Northwest Territories independently and in collaboration with a multidisciplinary team. This position is also responsible for leading the Wound Care Strategy for the NWT including indicator tracking.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is responsible for the design and delivery of territorial health and social services planning across the Northwest Territories.

The NTHSSA is responsible for delivering health and social services in most communities across the NWT. Partnership with the Tłı̨ch̨ Community Services Agency and the Hay River Health and Social Services Authority continues to make improvements to the entire health and social services system in the NWT. Health services are provided to some residents of the Kitikmeot region of Nunavut in acute care and community care settings.

With a land area of approximately 1,144,000 square kilometers and serving approximately 44,000 people, including First Nations, Inuit, Metis and non-aboriginals. Health and Social Services include the full range of primary and continuing community care, secondary and tertiary health and social services.

Clients encompass a broad range of cultural backgrounds, age groups, cognitive ability, illness acuity and disease processes. Their needs are physical, emotional, intellectual and spiritual.

Wound, ostomy and continence care must be holistic and sensitive to the person with a complex health status as well as incorporating the resources available to the individual within the family, health care setting, community organizations and the community at large.

Reporting to the Territorial Manager, Continuing Care the NSWOC balances individual client needs, complexity and acuity with the need for consultation, collaboration, education and program development. It is the incumbent's responsibility to set priorities, develop work plans and manage workload. Critical thinking, skill and judgment are required to develop, implement, or adapt care guidelines and practices. The position has the expectation of continuous expansion of depth and breadth of knowledge, skill and judgment.

The incumbent is expected to provide expert nursing advice in wound, ostomy and continence care to other health care providers in the Northwest Territories. The NSWOC provides client centered wound, ostomy and continence care with liaison through community and acute care settings by direct care, care planning and communication.

This position is responsible for the provision of expert care and education in circumstances with multiple variables which require concentration, judgment, knowledge, skill, confidence and adaptability. In the provision of care and special treatments the incumbent will be required to navigate settings with poor lighting, frequent interruptions and constant observation by formal and informal caregivers and documentation in a variety of paper and electronic charting systems.

The job holder is expected to remain calm, controlled, and professional and to demonstrate compassion and teamwork in situations which are intensely emotionally disturbing for the client and/or their family (e.g. new stoma, life-altering medical diagnosis).

The NSWOC is expected to communicate with a wide variety of health and social service providers, community organizations and other acute and rehabilitation units and the public. The NSWOC provides proven clinical, leadership, research and fiscal benefits in evidence based, well-defined, specialized nursing practice. This position would report indicators for wounds in the NWT to NSWOC responsible for the Wound Care Strategy for the NWT.

RESPONSIBILITIES

1. Planning and Provision - Plan and provide advanced, specialized comprehensive wound, ostomy and continence care in the acute, home and community and long term care settings.

- To assess and manage the nursing care of individuals and families with actual and potential skin integrity problems related to ostomies, fistulas, acute and chronic wounds and urinary and fecal incontinence.
- Accept and prioritize referrals from health care providers and individuals with ostomies, wounds or continence issues to determine the need for services from the NSWOC.
- Validate the client's health status through a thorough, relevant history and focused physical examination.

- Assess the client and family's physical, emotional, intellectual and spiritual needs.
- Determine a treatment plan based on the medical assessment that incorporates the client's goals, needs, support systems, interventions, and the available and required resources.
- Provide direct specialized ostomy, wound and continence care to protect, restore, maintain or improve health status.
- Utilize and role model, evidence based and innovative best practice in wound, ostomy and continence care.
- Determine, seek, refer and obtain additional specialized assessment, diagnosis and appropriate intervention in the management of wound, ostomy and continence issues.
- Coordinate the implementation of the care plan with the client and health care providers.
- Provide continuity of care to clients with complex ostomy, wound or continence needs.
- Select and facilitate ordering and obtaining of appropriate ostomy, continence, and skin and wound care supplies through coordination with prescribers and providers.
- Prepare detailed recommendations for prescribed products.
- Troubleshoot problems with wound, ostomy and continence product availability.
- Educate the client and family in ostomy, wound and/or continence care.
- Facilitate communication among client, family and health care providers.
- Contribute to the client's adaptation to change in body image and function through individualized, culturally sensitive assessment, counseling, teaching, advocating, liaising and intervention.
- Evaluate care on an ongoing basis to determine its effectiveness and make changes as indicated.
- Document and communicate care appropriately.

2. Consultation and Collaboration - Promote, recommend, maintain and evaluate quality ostomy, wound and continence care in the NWT through education, consultation, collaboration, program development and liaison

- Collaborate and communicate closely with all members of the health care team to provide wound, ostomy and continence care recommendations regarding client progress, problems and health status.
- Act as a resource for the management of complex ostomy, wound and continence care for clients and health care providers in the Northwest Territories and the Kitikmeot Region by telephone, Telehealth, electronic communication and with in-person visits to Stanton hospital, client's homes, boarding homes and regional visits.
- Problem solves wound, ostomy and continence issues with nurses, physicians, other health care providers and clients.
- Recommend management of ostomy, wound and continence problems to physicians and physician specialists, nurses and other members of the health care team and clients.
- Regular visits to regions/communities for support, education and training for staff and clients.

3. Education

- Liaise/visit with local/regional staff to provide ongoing education, training/support.
- Research, develop, evaluate and revise educational resources necessary for clients, families, nurses and other health care providers in collaboration with the NWT (regional based) NSWOC.
- Provide formal and clinical evidence-based education in wound, ostomy skin and continence care for Aurora College students, home and community care nurses and personal care providers and other stakeholders.
- Communicate and disseminate best practice guidelines and research.
- Mentor nurses in wound, ostomy and continence care.
- Create a professional practice environment to mobilize and enhance the clinical development of staff.

4. Policy and Research

- Interpret and apply research related to wound, ostomy and continence care.
- Participate in interdisciplinary meetings and committees affecting the delivery of wound, ostomy or continence care under the direction of the manager.
- Monitor and evaluate evidence based best practice guidelines for ostomy, skin and wound care.
- In collaboration with Territorial Manager, Continuing Care research and develop wound care policies, procedures, protocols, tools and a wound care formulary for the wound, ostomy and continence program for the NWT.
- In collaboration with Territorial Manager, Continuing Care and other NTHSSA staff develop formal quality indicators for the wound, ostomy, and continence program.

5. Liaison

- Co-Chair Territorial Wound Care Committee with regional and territorial representation for regular communication on wound, ostomy and continence goals and issues in the NWT.
- Coordinate with other NSWOC's in the NWT to effectively share responsibilities in wound, ostomy and continence care including vacation coverage.
- Maintain working relationships with nurses, physicians and other health care providers in the NWT and the Kitikmeot region of Nunavut with interest and skill in wound, ostomy and continence care.
- Develop and maintain links with NSWOC in other jurisdictions and with manufacturers' representatives for the benefit of improved client care.
- Work with providers to ensure access to ostomy supplies, specialized dressing supplies and continence supplies.

6. Administrative Functions

- Collect, maintain and report on demographic and statistical information for the NWT.
- Maintain administrative records as required by the employer.
- Demonstrate improved quality wound, ostomy and continence care and fiscal benefits of a NSWOC.
- Participate in performance development review.

- Any administrative duties/functions associated with the NWT wound, ostomy and continence working group and indicator tracking and reporting.

7. Workplace Health and Safety

- Create and maintain a safe and respectful workplace for co-workers and clients.
- Perform duties according to health and safety regulations, standards, practices and procedures.
- Play an active role in workplace health and safety through their daily management by identifying prevention opportunities, potential risk and accidents and applying timely corrective measures.

WORKING CONDITIONS

Approximately 50-80% of each working day is spent independently or collaboratively in acute care, long term care, primary care and/or community/home settings.

Physical Demands

Assisting clients with ambulation, transfers or providing personal care as needed. Performing client assessment or care while bending and standing in awkward positions or in cramped space with poor lighting.

Environmental Conditions

Adapting to care provision or consultation in a variety of settings with variable availability of basic or specific wound, ostomy or continence supplies.

Exposure to unsanitary conditions, odors, loud noises, and extremes of heat and cold temperatures.

Exposure to communicable diseases and infectious organisms; potential for needle stick injuries, exposure to blood and body fluid and hazardous materials.

Sensory Demands

Maintaining acute cognitive focus while using the combined senses of touch, sight, smell and hearing during assessments and provision of care in an uncontrolled setting.

Mental Demands

Unpredictable work environment and situations encountered may need to be dealt with independently, as support may not be immediately available.

May work alone or with an unpredictable number of observers.

Crisis situations requiring immediate attention and discussion.

Exposure to emotionally upsetting experiences or traumatic histories/stories.

Necessity to adapt as the client's readiness for interventions may control the work pace.

Ongoing reprioritization and reorganization of workload during the work day in response to uncontrollable factors.

Approximately 50% may constitute travel to the other communities/regions in NWT. This amount will vary depending on skill set, regional needs and division of work with other NSWOC. Travel occurs in light aircraft, taxis, government vehicles and/or own vehicle.

KNOWLEDGE, SKILLS AND ABILITIES

- Application of skills and knowledge in accordance with the Code of Ethics and the Standards of Nursing practice of the Registered Nurses Association of the Northwest Territories and Nunavut, the Standards of Practice for Enterostomal Therapy Nurses, now known as Nurses Specialized in Wound, Ostomy and Continence, as established by the Canadian Association for Nurses Specialized in Wound, Ostomy and Continence.
- Application of knowledge and skills, best practice guidelines and consensus statements for ostomy care, best practice guidelines for acute and chronic wound care, the principles of primary health care and current research.
- Application of skills and knowledge of diverse practices and physiological, emotional and behavioral scientific principles in the acute care, primary care, home and community care and long term care settings.
- Knowledge of the development of quality indicators and continuous quality improvement processes in wound, ostomy and continence care.
- Written and oral communication skills including listening, observing, identifying and reporting.
- Organizational, time management, analytical, facilitation and presentation skills to problem solve and influence client outcomes in a variety of settings.
- Ability to act independently to set priorities, develop work plans and manage workload while balancing individual clients' needs, complexity and acuity and program development priorities.
- Ability to develop creative solutions that may have no precedent, are conceptually new and dependent on the resources available.
- Ability to communicate in a caring, professional therapeutic manner at all times with a wide variety of clients, caregivers and health care providers.
- Ability to negotiate solutions.
- Ability to integrate activities to avoid duplication of service and inappropriate use of resources, both for individual clients and within the nurse's current caseload.
- Ability to work in a culturally diverse environment using resources, such as interpreters, appropriately.
- Ability to operate a computer for electronic mail, word processing, spreadsheets, internet, and a client database system.
- Skills and the ability to operate and/or use medical equipment such as, but not limited to, sphygmomanometer, blood glucose monitor, pulse oximeter, wheel chair, canes, crutches, plethysmography, infrared thermometer, etc.

- Ability to acquire / apply knowledge of private and public insurance affecting the prescribing and procurement of wound, ostomy and continence products for individuals.
- Ability to competently perform conservative instrumental debridement of nonviable tissue.
- Ability to competently perform chemical cauterization of hypertrophic granulation tissue with silver nitrate.
- Ability to develop and maintain positive working relationships with individuals and agencies to communicate program information including the ability to obtain and respond to feedback.

Typically, the above qualifications would be attained by:

A minimum of a Baccalaureate degree in Nursing, and five (5) years recent nursing experience, or equivalency, in the care and management of ostomy, wound, and continence problems.

A Certificate in Enterostomal Therapy Nursing or a Certificate of completion of a recognized Wound Ostomy Continence program.

ADDITIONAL REQUIREMENTS

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

Must be able to obtain Certification with the Canadian Nurses Association as a Nurse Specialized in Wound, Ostomy and Continence (WOCC(c)) (formerly known as Certification as an Enterostomal Therapy Nurse (CETN(c)) within the first 5 years if not already certified.

- Registration with the Registered Nurses Association of the Northwest Territories and Nunavut.
- Possess a Class 5 Driver's License, a satisfactory Driver's Abstract, and be willing to drive in inclement weather.
- Ability to acquire knowledge of community resources.
- Ability to travel to communities/regions in the NWT.
- Membership in the Association for Nurses Specialized in Wound, Ostomy and Continence Canada (NSWOCC) (formerly the Canadian Association for Enterostomal Therapy (CAET) is preferred.
- Maintain and improve current knowledge and practice in Wound, Ostomy, and Continence nursing through professional continuing education activities.
- Non-Violent Crisis Intervention.
- WHMIS.
- Basic CPR certification.

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:

- Required
- Preferred