



## **IDENTIFICATION**

<b>Department</b>	<b>Position Title</b>	
Northwest Territories Health and Social Services Authority	Child and Youth Mental Health Nurse Specialist	
<b>Position Number</b>	<b>Community</b>	<b>Division/Region</b>
48-15709	Yellowknife	Mental Health and Community Wellness, HQ

## **PURPOSE OF THE POSITION**

The Child and Youth Mental Health Nurse Specialist manages the Telepsychiatry program and provides enhanced access, service coordination and specialized psychiatric care to children/youth who experience serious mental health issues. This position ensures that the physical, emotional, psychosocial, spiritual and educational needs and safety of children and youth are met. This position is responsible for coordinating the necessary resources, referrals and follow-up with community and outpatient programs.

## **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-Indigenous. 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 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.



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.

Patients who are under the age of 19 are considered children and youth. They may or may not have a formal diagnosis of a serious mental illness. Common diagnoses include anxiety, depression, psychosis, post-traumatic stress disorder, substance use/addictions, gender identity concerns, eating disorders, attention deficit hyperactivity disorder (ADHD), learning disabilities, self-harm, suicidal ideation or suicide attempts. Children and youth are often dealing with multiple and complex social issues, and family support for children and youth patients varies and may range from involved and supportive to highly stressed or distant. Children and youth may enter the hospital under the Mental Health Act as voluntary or involuntary patients.

Child and Youth Telepsychiatry is a new program developed in partnership with the Hospital for Sick Children (Sick Kids). Located in Yellowknife, the Child and Youth Mental Health Nurse Specialist (CYMH Nurse Specialist) will launch the program, liaise between Sick Kids and NWT community health centres, educate NWT caregivers about the services available, and manage the day-to-day implementation of the service. The incumbent reports to the Territorial Manager, Mental Health and Community Wellness and is responsible for providing service coordination for the Child and Youth Telepsychiatry program as well as consultation, specialized clinical support and direct service to children and youth, and their families throughout the NWT. The incumbent may also provide in person support and consultation to the Psychiatry Unit, and Emergency Department of Stanton Territorial Hospital (STH) or virtual consultation support to all NWT community facilities and health centres.

## **RESPONSIBILITIES**

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#### **1. Manages Service Coordination for Child and Youth Telepsychiatry program.**

- Receives and processes Child and Youth Telepsychiatry referrals. Provides critical linkage and communication between members of the Telepsychiatry team and pediatric team, psychiatry team, Emergency Department, patient, their family and community to provide coordinated and comprehensive psychiatric care.
- Triage, responds to, and coordinates referrals from a wide range of sources.
- Coordinates Telepsychiatry with SickKids Hospital psychiatry consultants.
- Organizes Telepsychiatry consultations, assessments, reports, treatment and follow-up.
- Develops recommendations for interdisciplinary team of clinicians providing care and follow-up to children and youth and their families.



- Develops recommendations for children and youth and their families, and supports implementation and follow-up.
- Monitors medication recommendations between Telepsychiatry and Stanton Psychiatrist/Hospitalist (Most Responsible Practitioner).
- Leads the development of protocols and procedures for Telepsychiatry services and educates key stakeholders on referral process, treatment protocols, and follow-up.
- Provides leadership in the design, implementation and evaluation of the Telepsychiatry program.
- Develops data collection tools and monitors access, usage, and outcomes of program.
- Facilitates stakeholder working group or advisory committee to address identified issues related to optimal child and youth psychiatric care, seamless care delivery, and continuous quality improvement.
- Reports to senior management and Stanton Territorial Foundation funder on key issues and outcomes of program.
- Designs and delivers community and leadership education sessions on Telepsychiatry.

**2. Provides direct nursing care and coordinates care to children and youth experiencing multiple complex needs using a recovery-oriented, strengths-based, person-centered approach.**

- Provides treatment, supports and direct nursing care to children and youth who may be dealing with multiple complex social issues such as homelessness, trauma, poverty, mental health, addictions, Fetal Alcohol Spectrum Disorders (FASD), cognitive delay and/or legal issues.
- Assists children and youth experiencing mental health concerns and/or psychiatric disorders to help them achieve their optimum level of health and wellness.
- Applies crisis intervention skills with children and youth experiencing acute emotional, physical, behavioural, and mental distress (e.g., loss, grief, victimization, and trauma).
- Recognizes and intervenes to stabilize children and youth experiencing medical emergencies (e.g., shock, hypoglycemia, management of neuroleptic malignant syndrome, cardiac events).
- Implements a variety of nursing interventions with the child/youth, according to the plan of care.
- Understands applicable legislation (e.g., Mental Health Act, Health Information Act) and obtains appropriate consent when working with child and youth, and assesses the ethical and legal implications of interventions before providing care.
- Performs required nursing interventions to address physical conditions, including, but not limited to, intravenous therapy and drainage tubes, skin and wound care, metabolic screening and management of withdrawal symptoms.
- Performs safe medication administration by a variety of methods (e.g., oral, parenteral).



- Provides complex nursing interventions (e.g., facilitating group process, conflict resolution, crisis interventions, individual, group and family counselling, assertiveness training, somatic therapies, pre- and post-electroconvulsive therapy (ECT) education for patients that are referred to ECT).
  - Provides ongoing health education and teaching to promote health and quality of life, minimize the development of complications, and maintain and restore health (e.g., social skills training, anger management, relapse prevention, assertiveness training and communication techniques).
  - Coordinates appropriate referrals and liaises to promote access to resources that can optimize health outcomes.
  - Links with Indigenous wellness providers and traditional healing modalities as requested by child/youth/family.
  - Provides clarification, education and support regarding diagnosis and treatment recommendations to children/youth and family members.
  - Liaises with other direct service providers to ensure accurate person- and family-centered care.
  - Contacts the Physician for physical or medical needs of the child/youth.
  - Determines risk, complexity of care requirements and urgency of needs.
  - In partnership with the child/youth (and family, if appropriate), develops and implements a person- and family-centered plan of care to mitigate risk to the child/youth.
  - Provides information about community resources, interim support, crisis intervention to children and youth, their families and referral sources.
  - Provides education to children/youth about the risks and benefits of taking their medications.
  - Coordinates care between all members of the interdisciplinary team (e.g. Physicians, Physician Specialists, Medical Social Workers, Occupational Therapists, Recreational Therapists, outpatient case managers, Counsellors, schools, NGOs).
  - Develops, assesses and modifies individualized care plans with children/youth, including those with complex needs and the service providers who support them.
  - Collaborates with the Psychiatrist, Physician or Nurse Practitioner, Community Health Nurse, Social Worker, Counsellor and/or other relevant stakeholders in the hospital and within the community to ensure appropriate care and support, case management, and transitional care for the child/youth.
  - Reports to the Territorial Manager, Mental Health and Community Wellness.
- 3. Conducts ongoing Mental Health and Risk Assessments, monitors changes in presentation and/or treatment effectiveness, and reports these assessment findings to the Telepsychiatry team/staff Psychiatrist.**
- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the child/youth.



- Conducts comprehensive assessments and risk assessments including but not limited to: comprehensive suicide risk assessments, aggression risk assessments, elopement risk assessments, substance and drug use screenings and comprehensive mental health assessments.
- Formulates a clinical opinion based on the assessment data (e.g., nursing diagnosis, psychiatric nursing diagnosis).
- Identifies psychiatric signs and symptoms that are commonly associated with psychiatric disorders, using current nomenclature (e.g., Diagnostic and Statistical Manual of Mental Disorders [DSM-5]).
- Identifies medical/clinical indicators that may negatively impact the child/youth's well-being (e.g., pain, hyperglycemia).
- Incorporates data from other sources (e.g., family/school/community, laboratory tests, diagnostic imaging results, collateral information).
- Uses critical thinking and clinical judgment to determine the level of risk and to coordinate effective interventions for psychiatric and non-psychiatric emergencies.
- Intervenes to minimize agitation, de-escalate agitated behaviour and manage aggressive behaviour in the least restrictive manner.
- Intervenes to prevent self-harm or minimize injury related to self-harm.
- Conducts ongoing suicide risk assessments and selects an intervention from a range of evidence-informed suicide prevention strategies (e.g., safety planning, crisis intervention, referral to alternative level of care).

#### **4. Plans for, implements and modifies patient and family education/teaching based on the needs of the patient**

- Collaborates with the child/youth and their family to develop a treatment plan to address identified problems, minimize the development of complications, and promote functional independence and quality of life.
- Discusses interventions with the child/youth to achieve person-centered goals and outcomes (e.g., promote health, improve quality of life including the ability to work, love and play, prevent disorder and injury, foster rehabilitation and provide palliation).
- Plans care using treatment modalities such as psychotherapy and psychopharmacology.
- Works with the child/youth and their family to develop a plan for self-care that promotes recovery and independence (e.g., linking with e-mental health resources, learning relaxation techniques, stress management, coping skills, community resources, complementary and alternative therapies).
- Uses a holistic approach to facilitate individual learning for children/youth and their families beginning on admission or transfer until discharge in relation to wellness (i.e. diagnosis, medication, self-care, health promotion, etc.).
- Assesses the child/youth for physical and psychological needs, their knowledge of their health, disease process, opportunities for wellness, and learning needs.



- Works with children and youth and their families to identify cultural, language, social and community supports.
- Understands and integrates knowledge of various departments and NGO's, including cultural and Indigenous resources.
- Coordinates and facilitates therapeutic and psychoeducational groups for children/youth patients and their families.
- Researches, develops, revises and evaluates on an ongoing basis, best practice educational resources necessary to support patients and families.

**5. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**

- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Identifies alternative approaches or actions to a problem and evaluates potential consequences within and outside the unit.
- Collaborates with nursing colleagues and other members of the interdisciplinary health team to advocate for a health care environment that is conducive to ethical practice and to the health, well-being, and specific developmental needs of children/youth and their families.
- Orientates new employees to specific specialty programs and mandate.
- Participates in committees, task forces, and research projects as directed by the Territorial Manager.
- Advocates for the dignity and self-respect of children/youth. Engages with children/youth to be actively involved in decisions affecting their own care, promotes their autonomy and helps them to express their health needs and values to obtain appropriate information and services.

**WORKING CONDITIONS**

**Physical Demands**

The incumbent will be required to bend and stand in awkward positions while performing patient assessment or care. The incumbent will bend over low patient beds without cranks, lifting, moving and/or supporting patients who require care (i.e. orientation to their room, toileting, general mobility, etc.). Lifting of and physical support of patients may be done on an individual basis or as a group.

**Environmental Conditions**

The incumbent will engage directly with patients and will be exposed to communicable diseases, blood and body fluid, hazardous materials (toxic cleaning and sterilizing solutions). The incumbent is also exposed to a noisy work environment, including angry, loud, crying, distressed, and/or agitated patients/families and noisy equipment, viruses and bacteria on a





daily basis. The CYMH Nurse Specialist may be required to physically search the patient for potentially dangerous objects exposing them to potentially dangerous sharp objects, illicit drugs or other dangerous items.

The incumbent may be kicked, pushed, grabbed or verbally assaulted by patients and or their families. The risk for unpredictable behaviours, violence and aggression on a regular basis is high, and there is a real concern for safety and well-being on the incumbent both during and after working hours.

### **Sensory Demands**

The incumbent will always use the combined senses of sight, touch, smell and hearing to maintain awareness of their working environment to prevent potentially disruptive and dangerous incidents from occurring (e.g., mental health issues, signs of impairment, substance use) as they are working daily with patients who present with multiple and complex social issues. When caring for the pediatric psychiatric patient, the incumbent must be constantly aware of the patients' surroundings to ensure the patient's safety.

### **Mental Demands**

The incumbent works directly with patients and their families who are dealing with multiple complex issues. As a result of the varied patient population and unpredictable nature of the work, there may be threats of physical confrontation with unstable patients who are agitated, distressed or violent. The incumbent may be required to manage multiple agitated or distressed patients at one time requiring them to multitask multiple complex events.

The incumbent will provide care to patients with multiple complex needs and may be exposed to violence, traumatic histories and other emotionally disturbing experiences. The environment is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities. With high acuity and large case-loads, new medications and polypharmacy challenges, the CYMH Nurse Specialist will constantly update their priorities and must be up to date in both pharmacological and nonpharmacological advances

### **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of conceptual models of psychiatric and mental health care (e.g., Trauma-Informed and Recovery-Oriented Care, Psychosocial Rehabilitation).
- Knowledge of the impact of social, cultural and family systems on health outcomes.
- Knowledge and the ability to understand risk and protective factors for remote, isolated, Indigenous populations.
- Knowledge of cultural safety principles, impacts of colonization, TRC Calls to Action and relationship to patient/family health concerns.
- Understanding of complex, interrelated issues for children/youth such as familial



residential schools trauma, family and intimate partner violence, substance use, sexual abuse, poverty and food insecurity, bullying, homelessness, community trauma and grief and FASD.

- Knowledge of the health sciences, including anatomy, physiology, microbiology, nutrition, pathophysiology, psychopharmacology, pharmacology, epidemiology, genetics, and prenatal and genetic influences on development.
- Knowledge of social sciences and humanities, including psychology, sociology, human growth and development, communication, statistics, research methodology, philosophy, ethics, spiritual care, determinants of health and primary health care.
- Knowledge of nursing science including conceptual nursing models, nursing skills, procedures and interventions.
- Knowledge of current and emerging health issues (e.g., end-of-life care, substance use, vulnerable or marginalized populations).
- Knowledge of community, global and population health issues (e.g., immunization, disaster planning, pandemics).
- Knowledge of applicable informatics and emerging technologies.
- Knowledge of wellness and psychopathology across the lifespan.
- Knowledge/awareness of the impact of child/youth mental health disorders on family, and the ability to be compassionate towards children/youth and their families.
- Knowledge of resources and diagnostic tools (e.g., standardized assessment scales, DSM-V).
- Knowledge of the disorders of addiction, as well as relevant resources and diagnostic tools (e.g., standardized screening tools, detoxification and withdrawal guidelines).
- Knowledge of therapeutic modalities (e.g., individual, family and group therapy and counselling, psychopharmacology, visualization, consumer-led initiatives).
- Knowledge of how complementary therapies can impact treatment (e.g., naturopathy, acupuncture).
- Knowledge of interpersonal communication, therapeutic use of self and therapeutic relationships.
- Knowledge of the dynamics of interpersonal abuse (e.g., child, intimate partner and older adult abuse).
- Skilled in child/youth development and the emergence of mental health issues in these critical developmental stages.
- Ability to promote autonomy of child/youth patients, advocating for their right to respect, dignity and involvement in their care planning.
- Ability to implement the TRC Calls to Action into the interdisciplinary primary care team and its services for Indigenous service-users and their families.
- Skilled in defusing potentially violent or emotionally volatile situations and ability to de-escalate conflict.
- Skilled in engaging children/youth, families and caregivers across a range of settings and communication abilities.





- Negotiating and interpersonal skills.
- Critical thinking and problem-solving skills.
- Ability to work effectively with diverse populations and in a cross-cultural setting.
- Ability to acquire knowledge of mental health legislation and other relevant legislation (e.g., Mental Health Act, Health Information Act, Child and Family Services Act, Protection Against Family Violence Act).
- Ability to perform an in-depth psychiatric evaluation (e.g., suicide, history of violence, trauma, stress, mental status, self-perception, adaptation and coping, substance use).
- Ability to collaborate with the child/youth to identify strengths and goals.
- Knowledge and ability to network resources within and outside STH; such as Indigenous Wellness, Justice, Community Health Centres, NGOs, Community Mental Health, RCMP, Air Ambulance Teams, Specialized clinics in Edmonton (EEG, MRI)
- Ability to educate children/youth and their families on diagnosis, treatment, developmentally appropriate self-care methods and techniques
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Advocate for the patient to ensure that their human rights are consistently considered.
- Advocate for the patient to ensure that they are appropriately discharged, in a timely manner, and appropriately connected to supports in their family and/or in the community.
- Ability to be self-directed to meet deadlines, prioritize and organize work load.
- Ability to communicate effectively orally and in writing to document in the patient medical record.
- 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:**

A Bachelor of Nursing Degree with three (3) years of child and youth mental health nursing experience (within the past 5 years).

Equivalent combinations of education and experience will be considered.

**ADDITIONAL REQUIREMENTS**

Registration under RNANT/NU prior to commencement of employment OR Within the NTHSSA, all Registered Nurses must be registered with RNANTNU.

**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