



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Mental Health Nurse Practitioner	
Position Number	Community	Division/Region
48-12694	Inuvik	Primary Care/Beaufort-Delta

PURPOSE OF THE POSITION

The Mental Health Nurse Practitioner (MHNP) is responsible and accountable for the comprehensive assessment of patients, clients and/or residents including diagnosing diseases, disorders, and conditions with a holistic approach on mental health. The MHNP exhibits sound professional judgement and initiative while practicing in accordance with acts, regulations, policies, standards, guidelines, mission and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure clients receive timely health assessment and diagnosis, optimum support and continuity of care within the scope of the Nurse Practitioner. The Nurse Practitioner collaborates with patients, clients, residents and other health professionals to identify and assess trends and patterns that have implications for health care in communities; develops and implements population and evidence-based strategies to improve health and participates in policy-making activities that influence health services and practice.

SCOPE

The NTHSSA administers all regional health and social services delivered through the Inuvik Regional Hospital (IRH), which is a 51 bed, accredited facility serving the town of Inuvik and the 12 outlying communities in the Beaufort-Delta region. The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy communities and well-being through excellence, accountability and respect for regional diversity. Located within the IRH and reporting directly to the Regional Manager of Primary Care in Inuvik, the incumbent will work directly with the Medical Social Worker, Physicians, Nurse Practitioners, Community Health Nurses (CHNs), Community Councilors, Community Health Centre Nurse In-Charge (NIC), Mental Health and Addiction services, the Senior Indigenous Patient Advocate and Indigenous Regional Wellness Coordinator to ensure culturally safe anti-racist care as required to provide a broad scope of



professional mental health clinical coordination to individuals of all ages and families at the community level. The incumbent will deliver specialized services and coordinated efforts to individuals with mental illness and/or problems, concurrent medical disorders, addictions and suicide ideations/attempts. They would ensure all individual clients mental health needs are correctly assessed and appropriate interventions, treatments and follow-up are planned and implemented. This would include prevention, intervention, advocacy, communication between families/physicians and educational activities to promote mental wellness and reduce risk factors, stigma and discrimination. The incumbent ensures all related duties and responsibilities are carried out in a confidential, non-judgmental, compassionate manner. This will result in a holistic approach to planning, organizing, teaching and relationship development that will best meet the needs of the client.

The MHNP will consult and/or refer to the collaborating practice partner, or other family physician, at any point in the assessment of the client, or when planning, implementing or evaluating client care when the client's condition is such that: diagnosis and/or treatment plan is unclear or beyond the scope of the MHNP to determine; care that is required approaches or reaches the limits of the scope of practice of the MHNP; it is potentially life-threatening; or a chronic health problem destabilizes. The degree to which the family physician becomes involved may vary from: providing an opinion and recommendation; an opinion, recommendation and concurrent intervention; and/or assuming primary responsibility for the care of the client.

Mental Health Services are provided in accordance with the Canadian Standards for Psychiatric Mental Health Nursing, the NWT Community Mental Health Counselling Program Standards, the NWT Mental Health Act, and other applicable legislations.

RESPONSIBILITIES

1. Provides comprehensive health assessment and services to clients (individuals, families, residents and communities) on a routine and emergency basis (if appropriate) to initiate medical treatment including health care management, therapeutic interventions and prescribed medication.

- Case manage a list of clients in the Beaufort-Delta region who have accessed the Community Health Center, Emergency Room, Inpatient or Outpatient care for mental health related diagnoses in addition to clients who are returning from Yellowknife or Edmonton for psychiatric services or have left the region for treatment of addictions or trauma and to ensure that these clients have the appropriate follow-up planned.
- Systematically assess individual health status and mental health status through the collection of an appropriate history, performance of physical and mental assessment, and the ordering and interpretation of diagnostic tests.
- Establishes a diagnosis through analysis and synthesis of data from multiple sources and communicates health findings and establishes a plan of care with the client.



- Develop a plan of care based on client need, independently or in consultation with a physician and members of the primary care team and the mental health & addictions team.
 - Implement a comprehensive care plan, which may include prescribing and dispensing pharmaceuticals in accordance with established regulations, policies, practices and safety procedures as well as non-pharmacological interventions.
 - Provide periodic review and monitoring to assist client, with chronic conditions, to manage their health status.
 - Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
- 2. The Nurse Practitioner exercises accountability and a high level of autonomous practice including health promotion, health management, injury and illness prevention, supportive, curative, rehabilitative and palliative care, education, and advocacy.**
- Act in a manner consistent with their professional responsibilities and standards of practice.
 - Demonstrate a high level of autonomy in decision making and accountability related to client health outcomes.
 - Advocate for the dignity and self-respect of patients.
 - Recognize the cultural diversity of the community and incorporate this into the planning and delivery of services.
 - Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment.
 - Incorporate appropriate complementary and traditional therapies considering no contra-indications with what the client may be using or wish to use.
- 3. Provides clinical leadership as an educator, leader, researcher and advanced clinical practitioner within the primary care regional team by collaborating with community health centers to increase the capacity for self-care and self-direction.**
- Participate in research and special project initiatives that contribute to evidence-based practice. This includes reviewing literature on current clinical practice, recommending changes to clinical practice standards, protocols and procedures based on an assessment of evidence and analysis of resources to implement change.
 - Participates in committees and task forces as related to the role of the MHNP.
 - Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
 - Collaborate with physicians, nursing colleagues and other members of the primary care and community care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.



- Collaborates with other health professionals to identify and assess trends and patterns that have implications for patients, clients, residents and communities.
- 4. Establishes and maintains consultative relationships with physicians, pharmacists, other health care providers and community agencies and organizations. Provides professional guidance to other health professionals and practices autonomously within the context of an interdisciplinary team, making referrals to specialist physicians and others as appropriate.**
- Refer clients to other members of the primary care team and mental health & addictions team as determined by the client's needs. Delegate client care and/or nursing care to other members of the primary care team, community health center team and mental health & addictions team.
 - Recognize need for crisis intervention and counselling for common, emergent or urgent psychological conditions and situations by taking necessary action.
 - Provide coaching and clinical leadership to peers, students, and other members of the health care team to develop skill levels necessary to achieve the standard of care (i.e. including but not limited to being a preceptor or mentor for nursing staff, students or other members of the primary care team, community health center team and mental health & addictions team.
 - Effective coordination of health and social services in addition to assisting with discharge planning back to the community.

WORKING CONDITIONS

Physical Demands

The incumbent will be required to work in a clinical office environment where, from time to time, physical effort may be warranted. There will be physical demands on the incumbent as s/he will be required to assist in the transferring of patients and perform patient assessment where s/he may be required to stand in an awkward position such as bending or stooping for extended periods of time.

Environmental Conditions

The incumbent may be exposed to moderate levels of communicable disease (such as TB, whooping cough, etc), needle-stick injuries, hazardous materials and blood and body fluids.

In addition, the incumbent may be required to travel on small planes and on ice winter roads when travelling to or from communities and will be exposed to all weather conditions (ranging from -40°C to +30°C).



Sensory Demands

50% - 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 in controlled settings (i.e. primary care clinic and community health centers) and on rare occasion uncontrolled settings (i.e. client's home).

Mental Demands

The MHNP may be exposed to hearing traumatic situations (i.e. sexual abuse, physical and emotional abuse, neglect, multiple losses, family violence, addictions, etc.). The MHNP may be exposed to death/dying and other emotionally disturbing experiences. The MHNP 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 health care team.

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 or stress.

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

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- The MHNP must have the knowledge and skills to practice autonomously.
- The MHNP must have advanced knowledge of, and an ability to apply, advanced nursing practice skills (assessment, diagnosis, planning, implementation and evaluation) to ensure that all patients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- An ability to educate clients and families (where applicable) on appropriate self-care methods and techniques.
- An ability to provide emergency care and treatment, as the position is required to perform advanced nursing functions.
- Knowledge of and an ability to apply advanced nursing processes (completing a bio-psychosocial assessment, formulate a diagnostic impression based on the DSM-V and initiating a treatment plan).
- Knowledge and application of the DSM-V (diagnostic criteria for psychiatric disorders).
- Knowledge of best nursing practices relating to primary care, psychiatry, mental health and addictions.



- Knowledge of psychiatric medications specific to psychotic, anxiety, mood disorders and addictions.
- Ability to operate and use medical equipment (such as but not limited to thermometers, sphygmomanometer, blood glucose monitors, syringes, etc.).
- 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.
- Knowledge of and ability to network resources within and outside the NTHSSA (i.e. Social Services, Public Health, Medevac teams, Stanton Territorial Hospital, Community Health Centers, Child Care Services, etc.) in order to ensure continuity of care of patients and their families.
- Ability to work in an electronic environment, including but not limited to Microsoft Outlook, Electronic Medical Records, Medi Patient, HealthNet Viewer and other computer systems as needed.
- Ability to contribute to the satisfaction and goodwill of clients, colleagues and co-workers is essential to the position. The incumbent must have the ability to deal with care givers and health care workers in situations of extreme stress and cope with these situations diplomatically and with empathy.
- Conceptual understanding of the model of integrated community care delivery, and the application of nurse practitioner competencies to multidisciplinary practice settings.
- Ability to modify workload in order to support urgent, short-notice client needs of the primary care clinic.
- Knowledge of or ability to acquire knowledge relating to all applicable GNWT legislation and regulations, standards, policies and guidelines related to advanced nursing practice in order to provide current, relevant and feasible provision of clinical services.
- 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 Master's Degree in Nursing, a certificate as a Nurse Practitioner is required and 2 years of mental health nursing experience is preferred.

Post-master's certification as Psychiatric – Mental Health Nurse Practitioner is preferred.

Equivalent combinations of education and experience will be considered.

Financial and institutional support may be available for motivated candidates who are willing to pursue their post-master's certification in Psychiatric – Mental Health Nurse Practitioner Board Certification (PMHNP-BC).



Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS: Beaufort-Delta Regional Requirements

Proof of immunization in keeping with current public health practices.

Within the Beaufort-Delta Region all nurse practitioners must be registered or eligible to register with the RNANTNU.

Must be able to acquire within a reasonable time frame and remain current with the following training and certifications:

- WHMIS
- Non-Violent Crisis Intervention
- BCLS
- Suicide Risk Assessment training
- Mental Health First Aid for Northerners
- Training as required to meet Accreditation Canada standards

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