



Tłıchǫ Community Services Agency
 Dǫ Nake Lani Nats'etso • Strong Like Two People

IDENTIFICATION

Department	Position Title	
Tłıchǫ Community Services Agency	Public Health Nurse	
Position Number	Community	Division/Region
27-11697	Behchokǫ	Health and Social Programs/Tłıchǫ

PURPOSE OF THE POSITION

The Public Health Nurse provides comprehensive Public Health nursing services to residents of Behchokǫ, in accordance with established standards of nursing practice, the philosophy, objectives, and policies of the Tłıchǫ Community Services Agency, the principles of Primary Health Care, and the *NWT Public Health Act*. The aim of this position is to protect, restore and/or maintain the health status of clients experiencing various events during the life cycle, prevent or reduce the incidence of communicable diseases, and promote community wellness through health promotion, screening, and intervention activities.

SCOPE

The scope of the Tłıchǫ Community Services Agency (TCSA) is to manage the delivery of a range of integrated public GNWT and First Nations health, wellness and education programs and services for the Northwest Territories (NWT) Tłıchǫ communities of Behchokǫ, Gamètì, Wekweètì and Whatì. Established in 2005 as part of the Tłıchǫ Agreement, the Agency is designed to be an interim Government of the Northwest Territories (GNWT) organization through which the Tłıchǫ Government will eventually exercise their treaty rights for self-government. The Agency serves approximately 3,000 people, employs 230 staff and has an annual budget in excess of 30 million dollars. Programs and services include early childhood education, K-12 education, health and wellness, child and family services, mental health and addictions, and continuing care and independent living.

The TCSA vision “Strong Like Two People” is a metaphor for the desire by community leadership to build an organization, and create programs and services that recognize the strength and importance of two cultures. Local Tłıchǫ and non-Tłıchǫ knowledge have complementary strengths which together can achieve solutions to contemporary problems

which neither could alone. The failure to integrate local knowledge represents a waste of expertise, and a loss of critical information that may lead to inappropriate or even destructive interventions and strategies.

The TCSA administers all regional health and social services delivered to a population of approximately 3,000 residents of the Tłıchǫ region through 3 Community Health Centres and 1 Community Health Station, and for the residents of the Jimmy Erasmus Seniors Home (JESH). The TCSA provides and supports the delivery of health care services to adults and children on an outpatient and outreach basis in order to enhance healthy communities' well-being through excellence, accountability and respect for regional diversity.

Located in Behchokǫ, and reporting to the Nurse in Charge (Behchokǫ), the Public Health Nurse (PHN) provides culturally sensitive care to clients in the region. The incumbent provides services in program areas such as Maternal Child, Communicable Diseases and School Health to individuals, families, and community groups from a main clinic, within the client's home, community sites, and schools on a regular basis. Within these programs are various services including but not limited to health promotion, Well-Child clinics, pre and post-natal classes, home visits, vision, hearing, speech and developmental testing, immunization clinics, Travel Clinic, STD and TB programs, and communicable disease surveillance, control and treatment.

Public Health programs operate with a philosophy of prevention and assistance to clients in order to achieve and maintain the highest level of health and wellness that is possible for the individual. These programs involve working with several cultural groups and serve a population from newborn to the elderly. The incumbent works collaboratively with other disciplines of the TCSA in order to meet the overall goals and objectives.

The Public Health Nurse is a member of a nursing team who provides direct nursing care to clients and their families. The incumbent works in a specialized area of nursing which requires additional training beyond that of the basic nursing training, in order to be effective in an expanded scope of practice that demands independent thinking and judgments outside of any set guidelines or practices.

RESPONSIBILITIES

1. Provides comprehensive public health programs including Maternal Child, Communicable Diseases, and School Health in order to protect, prevent and reduce the incidence of communicable disease, promote a healthy life style and enhance community wellness.

- Delivers a wide variety of public health clinics and services both mandated and ones developed in response to community needs.
- Evaluates community health programs on a continuing basis and modify programs for appropriateness.
- Acts as a resource for other community based health care workers.
- Promotes safe and healthy environments in homes, schools, day cares, and worksites and in the- general community.

- Participates in committees, task forces, and research projects as related to the specialty programs.
- 2. Provides direct nursing care and performs sanctioned transfer of medical functions (i.e. dispensing medications), to clients using a problem solving approach to facilitate individualized nursing care to clients of the Public Health Unit.**
- Uses the Nursing Process (assessment, planning, implementation and evaluation) when providing direct client care and developing programs and services.
 - Advocates the dignity and self-respect of clients.
 - Promotes the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services.
 - Safeguards the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required.
 - Applies and promotes principles of equity and fairness to assist clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
 - Acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
 - Makes decisions regarding client management and facilitates referrals to other health care professionals to ensure early diagnosis and prompt intervention in the therapeutic and disease process.
 - Performs limited diagnosing and treatment, such as TB lab/X-ray tests and can prescribe medications based on the TCSA formulary for things such as STDs and TB.
- 3. Develops, facilitates, implements and modify health promotion activities based on the needs of the client.**
- Uses a holistic approach to facilitate individual learning of clients and their families in relation to patient illness or injury (i.e. self-care, health promotion, etc.).
 - Assesses the client for physical and psychological needs, their knowledge of their health, disease process and learning needs.
 - Facilitates individual learning in relation to patient illness or injury.
 - Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support clients.
 - Participates in program development for specialty program education and teaching.
 - Provides health promotion presentations and opportunities in various locations within the community on a wide range of health topics such sex education and prenatal and postnatal classes, etc.
- 4. Performs administrative functions that contribute to the effective functioning of the Public Health Unit and enhances program development, delivery and continuity of care.**
- Orders supplies, prepares report, processes correspondence, etc.
 - Assists in the planning, development and evaluation of public health programs, services, and policies with a focus on continual improvement.

- Collects and documents demographic and statistical information.
- Communicates with other members of the health care team regarding the client's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.
- Communicates with the Medical Health Officer and Environmental Health Officer on issues pertinent to the *Public Health Act*.
- 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.
- Collaborates with other health care providers and community agencies in order to establish action and overlap within the community for resolution of health issues and promotion of healthy behaviors and public policy.
- Collaborates with nursing colleagues and other members of the health care team (including teachers, physicians, Occupational Therapists, Physiotherapists, Social Workers, etc.) to advocate health care environments that are conducive to ethical practice and to the health and well-being of clients and others in the setting.
- Provides orientation to new employees on unit specific programs and mandate.
- Participates on committees, task forces, and research projects as related to the Public Health Unit.

WORKING CONDITIONS

Physical Demands

From time to time the incumbent will be required to lift, carry or support patients during the provision of patient care. Off site visits (40% of time) require the incumbent to lift and carry supplies and/or equipment to and from facilities.

Environmental Conditions

The incumbent will have exposure to communicable diseases (i.e. TB), blood (i.e. drawn from patients in sick clinic and during the processing of body fluids for transportation to the STH Laboratory), body fluid and hazardous materials (sharps, toxic cleaning and sterilizing solutions).

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of clients.

Mental Demands

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions (work is often dictated by external factors).

As a result of living in a northern community, the incumbent may be required to travel on small planes and on ice or winter roads when traveling to or from the community. Life in a small community often means the nurse is known by a large portion of the population.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current nursing theory, health regulations, trends in health promotion/disease prevention, growth and development.
- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation).
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside the TCSA (i.e. Social Services, Public Health, etc.) in order to ensure culturally sensitive support of clients and their families.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in order to complete training materials and presentations, electronic mail to send and receive mail and the internet in order to conduct on-line research.
- Ability to operate and/or use standard medical equipment (such as but not limited to - thermometers, sphygmomanometer, syringes, audiometer, etc.)
- Skills and ability to provide training, advice and assessment using specialized equipment, medication, tools and techniques.
- Ability to perform basic lab skills necessary to prepare blood specimens, vaginal and urethral swabs, pap smears, nasopharyngeal specimens, etc.
- Ability to perform pharmacy skills such as dispensing of medications under approved policies.
- Ability to communicate effectively (orally and in writing).
- Ability to be self-directed, meet deadlines, prioritize own workload and manage several tasks at once.
- Ability to educate clients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of and an ability to network resources within and outside the TCSA (i.e. Social Services, Public Health, Medivac teams etc.) in order to ensure support of clients and their families.
- Informed with the ability to apply the importance of confidentiality and be able to keep personal and medical information private and confidential at all times.
- Ability to deliver clear, concise and effective presentations using content and style adapted to suit, and likely to influence, the intended audience.
- Ability to demonstrate objective and active listening; ability to behave in a helpful and responsive manner and an ability to seek out the facts and pertinent information before drawing conclusions,
- Ability to seek information about the real, underlying needs of the client, beyond those expressed initially and match these to available services.

Typically, the above qualifications would be attained by:

Successful completion of a Bachelor of Nursing Degree.

2 years recent nursing experience in Public Health

Northern or Outpost Nursing an asset

ADDITIONAL REQUIREMENTS

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