



**IDENTIFICATION**

<b>Department</b>	<b>Position Title</b>	
Northwest Territories Health and Social Services Authority	Nurse Practitioner, NWT Renal Program	
<b>Position Number(s)</b>	<b>Community</b>	<b>Division/Region(s)</b>
17-13915	Yellowknife	Medicine & Outpatient Care / Stanton

**PURPOSE OF THE POSITION**

Under the direction of the Manager, Medicine & Outpatient Care, Stanton Territorial Hospital, the NP, NWT Renal Program is an autonomous practitioner who provides renal care leadership and care coordination for all NWT Renal Patients in collaboration with Stanton staff, regional and HSSA stakeholders. The incumbent is the subject matter expert on Renal Care for the NWT and works with Stanton programs, Regional Stakeholders, and out of territory partners to ensure that patients at various levels of renal insufficiency are captured, diagnosed, and that a plan of care is implemented based upon their individual needs and preferences.

**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 Tłı̄ch̄o 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 Tłı̄ch̄o 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.

Stanton Territorial Hospital is a referral centre for the approximately 43,000 residents of the North West Territories and approximately 6000 residents of the Kitikmeot Region, Nunavut (NU). Stanton delivers the sole territorial Renal Care program for the NWT.

The NP, NWT Renal Program, in coordination with primary care and through the EMR, follows a caseload of patients at various stages (1-5) of Renal Insufficiency, ensuring appropriate case consultation and care coordination for these groups of patients from across the NWT. For 2016/17, 530 patients were followed, with 40 stage 4-5 patients, of which 24 are on hemodialysis at Stanton and Hay River. The NP plays a significant role in ensuring that patients are appropriately identified and assessed for treatment options (such as peritoneal dialysis to promote clients managing their own dialysis needs and being able to live within their home communities), in conjunction with the Northern Alberta Renal Program (NARP). The NP collaborates with regional stakeholders to ensure the delivery of quality renal services to maximize patient outcomes and quality of life. The incumbent will be responsible to facilitate appropriate education and training to clinical staff, patients and their families, and revise and review procedures to meet current standards of practice where appropriate, and establish evaluative processes to ensure the delivery of high standard professional care.

The Nurse Practitioner, NWT Renal Program is an NP who models and promotes excellence through the hands on delivery of nursing care to clients (when and if required) or by providing seasoned advice, consultation and/or recommendations to Regions and to other health professionals within the Stanton organization when they are faced with difficult or unusual situations. As an educator, researcher and consultant, with expert nursing knowledge, the incumbent helps guide nurses from task orientation to more empowered analytical thinking and care giving approaches. These provisions have a direct impact on the quality of services delivered to clients and their families and on the cost of the services provided.

The Nurse Practitioner, NWT Renal Program will be required to carry out community visits, lead and participate in Renal Insufficiency Clinics, as well as provide leadership and guidance to staff working in all renal programs across the NWT.

## **RESPONSIBILITIES**

- 1. Leads the delivery and implementation of renal care for all patients in the NWT, through the provision of direct patient assessment and nurse practitioner care, and through coordination of care planning with patients and families, and numerous disciplines and stakeholders throughout the NWT, Nunavut and Alberta.**

### **Main Activities:**

- Reviews and prioritizes incoming referrals to the NWT Renal Program according to established guidelines and standards and seek consultation with other health care professionals as appropriate.
- Reviews electronic databases (i.e. EMR) to identify and monitor patients at various stages of renal insufficiency, and to coordinate education and/or care planning in conjunction with patients and their practitioner.
- Combs the EMR on a regular basis to ensure that patients with renal insufficiency are appropriately identified, monitored and supported.
- Systematically assesses patient health status through the collection of an appropriate history, physical exam, and the ordering and interpretation of diagnostic tests and communicate findings to clients.
- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach that best meets the needs of the patient.
- Assists patients to achieve their optimum level of health in situations of normal health, illness, injury, or in the process of dying.
- Advocates for the dignity and self-respect of patients.
- Promotes the autonomy of patients and helps them to express their health needs and values to obtain appropriate information and services.
- Safeguards 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.
- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Acts as a liaison between Stanton, the Hay River Region and NARP to facilitate efficient patient flow and patient access within and between units/areas.
- Reviews treatment options in consultation with NARP, practitioners and patient family members/support people.
- Consults with patient, family, nursing staff, medical staff and other members of the health care team to develop comprehensive plan for patient care.
- Develops a plan of care based on clients' need, independently or in consultation with a nephrologist and other members of the interdisciplinary team.
- Implements as part of the care plan, a plan for prescribing and dispensing of pharmaceuticals in accordance with established Acts, regulations, policies, practices and safety procedures as well as non-pharmacological interventions.

- Communicates with nurses, practitioners and other members of the health care team (across multiple regions and communities) regarding the patient's health care to ensure the provision of effective continuity of care and promote collaborative efforts directed toward quality patient and family centered care.
- Uses patient and family centered care principles throughout their care planning and communication with patients and their families.
- Coordinates the safe and appropriate admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).
- Identifies any issues in the provision of renal care to patients and families and provides recommended solutions to management, and/or to regional stakeholders to ensure safe and appropriate care to patients and their families.

**2. Develops, coordinates and facilitates education/teaching based on the needs of the patients, families, supports, and other health care providers.**

**Main Activities:**

- Uses a holistic approach to facilitate individual learning of patients and their families and support people, upon admission and transfer or discharge in relation to renal disease (i.e. self-care, health promotion, etc.).
- Communicates with NARP educators to ensure Renal Program procedures, protocols are up to date.
- Provides subject matter expertise on renal care to NWT dialysis units at Stanton, Hay River to ensure appropriate support to dialysis staff, their patients and families.
- Provides education to dialysis unit staff on emerging and/or current best practices in renal care.
- Assists the Clinical Coordinator, Outpatient care in the development and implementation of orientation to dialysis unit staff.
- Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients, families and support people.
- Assists CC, Outpatient Care in identifying staff learning needs and training requirements of interdisciplinary care team members, develops, facilitates and/or arranges for the delivery of identified training.
- Assists CC, Outpatient Care in developing and maintaining an orientation and training plan for clinical team members.
- Provides education and support to Health Centres and clinical staff located in various regions that are actively involved in the provision of health services to patients at various stages of renal insufficiency.
- Coordinates services with outside agencies/centers/institutions to facilitate a clients' return to optimal health.
- Implements, follows and assesses the applicability of evidence based and best practice guidelines to improve patient and staff outcomes, to improve quality of care and mitigate risk.
- Acts as a professional and clinical role model and mentors new staff.

- Acts in a manner consistent with the professional code of ethics for RN/NPs, responsibilities and standards of practice.
- Collaborates with nursing and peers and other members of the health team to advocate health care environments that are conducive to ethical practice to the health and wellbeing of patients and staff.
- Participates on committees, task forces and research projects as related to the Dialysis Unit and Renal Program.

### **3. Leads the ongoing development of the NWT Renal Program.**

#### **Main Activities:**

- Provides leadership in the development, implementation and evaluation of policies, procedures and care delivery models.
- Conducts regular quality review evaluations related to compliance with renal program policies, procedures and care delivery models and ensures alignment with NARP.
- Develops and implements a work plan for the NWT Renal Program in consultation with Stanton Management that aligns with Stanton's Operational Plan, NTHSSA Strategic Direction and the Minister's Strategic Plan.
- Provides program reports to the COO, Senior Manager, Nursing, and Manager, Medicine and Outpatient Care based on the evaluative criteria as determined for effective program delivery.
- Recommends procedures and/or procedure changes based on research and evidence based practice, for approval by management.
- Facilitates development of standards, protocols and clinical pathways.
- Ensures policies, procedures, standards, protocols and pathways are effectively communicated to staff.
- 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.

## **WORKING CONDITIONS**

### **Physical Demands**

There will be a moderate amount of physical effort required for this position as the incumbent works in a clinical environment. There will be physical demands required to assist others to lift, pull, push, transfer and transport patients and equipment during the provision of direct patient care. While performing patient assessments the incumbent may be required to stand in awkward positions (bending and stooping) for extended periods of time. The incumbent may also spend extended periods of time in a stationary position (at a desk). The ability to travel is a requirement of this position. It is an expectation that the incumbent will maintain a safe environment for self and others when clients are under stress.

### **Environmental Conditions**

Working with renal program clients the incumbent will have moderate levels of exposure to communicable diseases, blood, and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risks to the Incumbent.

### **Sensory Demands**

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during assessment and provision of care in a controlled (i.e.: Clinic) setting. Long periods of computer use may cause eye strain and noise levels may affect ability to concentrate and increase stress levels.

### **Mental Demands**

Application of knowledge and skills is necessary to accurately and effectively complete a thorough assessment of the patient and family and to analyze this information to provide appropriate and timely treatment. The Nurse Practitioner, NWT Renal Program is accountable for every decision that they make and these decisions can be affected by fluctuating work pace and conflicting priorities.

The Nurse Practitioner, NWT Renal Program is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

The Nurse Practitioner, NWT Renal Program is required to use intense concentration and critical thinking for tasks which include but are not limited to preparing reports with time lines and dealing with budget forecasting.

The workload in the unit can be irregular. The incumbent has no control over when the patients arrive for their appointment or treatments or how they tolerate them.

The incumbents may be exposed to death/dying and other emotionally disturbing experiences such as discussing diagnosis and prognosis with patients and families. The Nurse Practitioner, NWT Renal Program is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate care and compassion to the client, family and other members of the health care team.

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.

Within the health care setting the Nurse Practitioner, NWT Renal Program may face role isolation and role resistance that may lead to questions about the legal scope of practice and/or individual competency. The impetus is on the Nurse Practitioner, NWT Renal Program to develop a collaborative practice based on mutual respect and trust and a feeling of shared responsibility.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- The Nurse Practitioner, NWT Renal Program must have knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the patients' physical, emotional, psychosocial, spiritual and educational needs are met.
- The Nurse Practitioner, NWT Renal Program must have expert knowledge in the area of nephrology (the study of diseases and disorders of the kidney) and must be capable of sharing this information to both patients and caregivers.
- As a specialist in Nephrology, the Nurse Practitioner, NWT Renal Program must be able to provide education, training, advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to the dialysis machines, water purification system, artificial kidneys, pumps, etc.)
- An ability to use critical thinking when troubleshooting problems with accesses and understanding using Transonic machine
- An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of and ability to operate Telehealth equipment, computer programs.
- Knowledge of education principles related to adult learners in order to develop and deliver subject specific training and development.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in the completion of training materials and presentations.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Knowledge of advanced 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 with resources within and outside Stanton (i.e. Social Services, Public Health, etc.) in order to ensure support of patients and their families.
- An ability to operate and/or use standard medical equipment (such as but not limited to - peripheral intravenous pumps and lines, Electrocardiography, stretchers, thermometers, sphygmomanometer, blood glucose monitors, sharps, etc.).
- The Nurse Practitioner, NWT Renal Program must have advanced knowledge of and an ability to apply and assess the nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that they patients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- Knowledge of statistical data including the ability to compile, analyze, and interpret data In order to monitor, assess, and improve the quality of patient care (i.e. provide regular indicators for quality assurance and risk management).Organizational Commitment (Supports the Organization) - Acts to support Stanton's mission and goals. Makes choices and sets priorities to meet the organization's needs and fit the organizational mission. This includes cooperating with others to achieve organizational objectives.

**Typically, the above qualifications would be attained by:**

1. The successful completion of a Nursing Degree, Certification as a Nurse Practitioner or an MScN-Nurse Practitioner.
2. Certification in Nephrology Nursing (Canadian Nurses Association).
3. 5 years clinical nursing experience in a renal care unit.
4. Candidate must be in good standing with RNANT/NU.

**ADDITIONAL REQUIREMENTS**

**Stanton Regional Requirements:**

Within Stanton all Registered Nurses/Nurse Practitioners must provide completion of a satisfactory criminal records check. In addition, the incumbent must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Non-Violent Crisis Intervention,
- Blood Glucose Monitoring,
- Workplace Hazardous Materials Information System (WHMIS),
- Internet and e-mail applications,
- Fire training,
- Certification in basic Cardiopulmonary Resuscitation, and
- Infection Control.

In addition, the incumbent must be able to acquire within a reasonable time frame and remain current with the following training or certification:

- Emergency Drug Administration,
- Electrocardiography,
- Act testing,
- Transonic Machine
- Immunizations,
- Intravenous Therapy,
- Care and maintenance of Central Venous Catheter (CVC).

Desirable certifications include:

- Advanced Cardiac Life Support

In addition, experience in program development, training and delivery and previous teaching experience would be an asset.

Must be eligible for registration with the RNANT/NU as a Nurse Practitioner.

**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