



Hay River Health & Social Services Authority | Administration des services de
santé et des services sociaux de Hay River
37911 MacKenzie Highway | 37911, route MacKenzie
Hay River, NT X0E 0R6

Community Health Nurse- Primary Care, Primary Care & Community Health

Salary: Range 18, \$104,910 to \$125,307 annually (\$53.80 to \$64.26 per hour)

Status: Full-time, Indeterminate

Competition #: 077-23

Closing Date: April 1, 2024

The Community Health Nurse, Primary Care is a member of the Integrated Care Team within the Primary Care and Community Health department. The incumbent provides community health and case management services in accordance with the Hay River Health and Social Services Authority and College and Association of Nurses of the Northwest Territories and Nunavut (CANNN) to ensure clients have access to timely, professional, and sustainable health services required to maintain optimal health.

This position is located in the Hay River Regional Health Center and reports directly to the Manager of Primary Care & Community Health. In accordance with established standards of nursing practice the Community Health Nurse, Primary Care, (CHN) will promote the health and wellness of clients within the Integrated Care Team, act as a client advocate, and provide non-emergency medical care; respond to medical crisis that may require decision- making and treatment based on established NWT community health nursing guidelines, procedures and standards of nursing care; and deliver nursing core services designed to promote community health and wellness, decrease suffering and prevent injury across the lifespan.

The expanded scope of the CHN function contributes to the Integrated Care Team by providing and coordinating the care of the clients receiving services provided by that team. In addition to chronic disease management, a CHN will provide care and interventions for those presenting with acute concerns, If a clinical situation is beyond their scope or knowledge, the CHN has the ability to consult/refer to their colleagues, NP, MD or specialist to determine appropriate interventions.

The CHN is responsible for proactively monitoring Primary Care clients to ensure they receive required preventative screening (colorectal screening, mammography, cervical cancer screening, diabetes screening, etc.) and that efficient chronic disease management occurs (booking in for annual appointments, adequate follow up and surveillance, physical assessments, medication reconciliation as required, etc.).

The CHN model allows for an expanded scope of practice, providing the CHN's with the ability to work autonomously (as well as within the team environment), and allows the client to receive the right care, by the right person, at the right time. The scope includes the ability to run programs such as STI program, Well Child, Well Adult, Chronic disease program, and prenatal/postnatal program.

Qualifications:

- Knowledge of and an ability to apply and assess the nursing process (assessment, planning, implementation and evaluation) and current nursing practice (including public health) to ensure that the clients' diverse physical, emotional, psychosocial, cultural, spiritual and educational needs are met.
- 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 apply sanctioned transferable medical functions (assessment and selection of treatment based on assessment) as outlined in the Nursing Administration Manual's standards, policies and guidelines.
- Knowledge of and an ability to perform basic laboratory functions such as, but not limited to pregnancy tests, various swab specimens, the preparation of specimens for culture and sensitivity, ECGs.
- Knowledge of and ability to operate Microsoft Office applications (i.e., Word, PowerPoint, and Outlook) in order to complete training materials and presentations, electronic mail to send and receive mail, and internet in order to conduct on-line research.
- Knowledge of and an ability to network with resources within and outside the HRHSSA (i.e., Social Services, Public Health, medevac teams etc.) in order to ensure support of clients and their families.



- Knowledge regarding the importance of confidentiality and ability to keep personal and medical information confidential.
- Knowledge of best practices in primary health care and public/community health.
- Knowledge of and ability to use the electronic medical record (EMR) system.
- Ability to operate and/or use standard medical equipment (such as but not limited to - ECG, peripheral IV pumps and lines, stretchers, thermometers, sphygmomanometer, blood glucose monitors, sharps, pulse oximeter, etc.).
- Ability to provide emergency care and treatment in response to a medical emergency.
- Ability to educate clients and their families on self-care methods and techniques.
- Ability to understand and recognize the cultural, social, and political realities in the NWT.
- Ability to recognize the impacts of colonization and residential schools on Indigenous health outcomes and the way health and social services are delivered.
- Ability and willingness to engage in self-reflection to learn about personal biases and assumptions.
- Ability to coordinate a wide variety of activities and objectives.
- Ability to facilitate creative problem solving using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive, and constructive thinking skills.

Typically, the above qualifications would be attained by:

The successful completion of a Nursing Degree, and two (2) years of recent nursing experience in an acute care setting or as a Community Health Nurse.

Knowledge and experience equivalencies will be determined on a case-by-case basis.

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices. Must be registered with the [College of Nurses of the Northwest Territories and Nunavut](#) and be in good standing.

Must be able to acquire, within a reasonable time frame and remain current in, mandatory certifications specific to the role and working environment as outlined in their orientation. This includes, but is not limited to:

- Completion of the Aurora College CHN modules
- Certification in Health Care Provider CPR
- Education Program for Immunization Competency (EPIC)
- Point of Care Testing certifications
- Nonviolent Crisis Intervention
- Suicide Risk Assessment training
- Training as required to meet Accreditation Canada standards

In addition to an attractive salary, we offer a generous relocation package, as well as Northern Allowance of \$2.42 per hour up to \$4711 per year (changes annually).

A temporary recruitment and retention supplement will be offered to front line Registered Nurse, Nurse Practitioner, Midwifery, Occupational Therapist and Physiotherapist positions within the Hay River Health and Social Services Authority. The successful incumbent will receive a \$6000 supplement upon hire and an additional \$6000 supplement after completion of 12 months of continuous employment contingent on remaining employed in an eligible position for a further 12 months. This is a taxable benefit and will be subject to applicable deductions

For full job description, including required knowledge, skills & abilities, please see job posting/job description on our website at www.hayriverhealth.ca under the 'Careers' section.

How to apply:

Applicants should send their resume via email to hrhssa_competitions@gov.nt.ca or via Fax to (867) 874-8345