IDENTIFICATION

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<th>Department</th>
<th>Position Title</th>
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<td>Northwest Territories Health and Social Services Authority</td>
<td>Enterostomal Therapy Nurse</td>
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<th>Position Number(s)</th>
<th>Community</th>
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<td>57-13559</td>
<td>Yellowknife</td>
<td>Home and Community Care/Yellowknife</td>
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PURPOSE OF THE POSITION

The Enterostomal Therapy Nurse provides advanced, specialized nursing care, leadership and expertise to protect, restore, maintain or improve the health status of clients in the Northwest Territories with acute and chronic wounds, ostomies, urinary and fecal continence problems in the home and community setting as a member of the health care team.

SCOPE

Northwest Territories Health and Social Services Authority (NTHSSA) administers public health, home care, social services and general physician services in Yellowknife, Dettah and N’Dilo, as well as regional health and social services in Fort Resolution and Lutsel K’e. Clients of other health authorities, provinces and territories are also served when they temporarily relocate to Yellowknife. Based in Yellowknife, the Enterostomal Therapy Nurse serves clients in other health authorities within the Northwest Territories with regional visits and telephone and electronic consultation to care providers and clients.

Clients encompass a broad range of cultural backgrounds, age groups, cognitive ability, illness acuity and disease processes. Their needs are physical, emotional, intellectual and spiritual. Care must be holistic and sensitive to these complexities, as well as incorporating the resources available to the individual within the family, health authority, community organizations and the community at large.

The Home and Community Care Enterostomal Therapy Nurse reports directly to the Manager, NTHSSA Home and Community Care. The incumbent, independently or collaboratively, makes three to four homes or clinic visits a day and is available for consultation in wound, ostomy and continence care with NTHSSA Home and Community Care staff and other health care
providers in the Northwest Territories. It is the incumbent’s responsibility to set priorities, develop work plans and manage workload. The incumbent balances individual client needs, complexity and acuity with the need for consultation, collaboration, education and program development.

The incumbent works in a specialized area of nursing requiring additional education and experience beyond basic nursing training. Many clients with ostomies, wounds or incontinence have complex and/or multiple health problems. The Enterostomal Therapy Nurse must have the experience, skill, knowledge and confidence to independently deliver services to a person with a complex health status within the home and family situation. The specialized, advanced scope of practice and independent nature of work requires critical thinking and judgment to implement develop or adapt care guidelines or practices. The position has the expectation of continuous expansion of depth and breadth of knowledge and skill.

The Enterostomal Therapy Nurse works independently and collaboratively in the community, as part of an inter-disciplinary team, and is expected to communicate with a wide variety of health and social service providers within NTHSSA, other health authorities, community organizations, other acute and rehabilitation units, and the general public. The incumbent is expected to provide expert nursing advice in ostomy, wound and continence care to other health care providers in the Northwest Territories.

Appropriate enterostomal therapy education, problem-solving and decision-making related to ostomy, wound and continence care has a direct impact in improving a client’s level of health and fostering partnerships with the client, family and community. Decisions frequently promote earlier hospital discharge, prevent complications, allow early intervention, decrease the number of nursing visits, decrease wound healing time, increase support for nurses and families, decrease emergency room visits and hospital readmissions and facilitate the appropriate and efficient use of health care products which results in cost savings of significant magnitude to the health care system as a whole.

**RESPONSIBILITIES**

1. **Provide advanced and specialized comprehensive nursing care and education in the home and community setting to assess and manage the nursing care of individuals and their families with actual and potential skin integrity problems related to ostomies, acute and chronic wounds and urinary and fecal incontinence working both independently and in collaboration with the health care team.**
   - Provide direct ostomy, wound and continence care to protect, restore, maintain or improve the health status of clients with acute and chronic wounds, ostomies and urinary and fecal incontinence in the home or clinic setting
   - Assess the client and family’s physical, emotional, intellectual and spiritual needs
   - Validate the client’s health status through a thorough, relevant history and physical examination assess all clients referred to Yellowknife Home Care with an ostomy to determine the need for enterostomal therapy nursing services
• Determine a treatment plan that incorporates the client’s goals, needs, support systems, treatment and interventions, and resources required
• Provide care, recommend appropriate products and educate the client in ostomy, wound or continence care
• Make referrals to other health care professionals for accurate diagnosis and appropriate intervention
• Coordinate the implementation of the care plan
• Provide continuity of care to clients with complex ostomy, wound or continence needs facilitate communication among client, family and health care providers
• Maximize patient and family self-care through one to one education
• Contribute to the client’s adaptation to change in body image and function through individualized, culturally sensitive assessment, counseling, teaching, advocating, liaising and intervention select appropriate ostomy and wound care products to optimize management
• Facilitate ordering and obtaining ostomy, continence, skin and wound care supplies through coordination with prescribers and providers
• Evaluate care on an ongoing basis to determine its effectiveness and make changes as indicated
• Document and communicate care appropriately
• Communicate with Home Care staff, physicians, and other health care providers regarding client progress, problems and health status

2. **Promote, deliver, evaluate, and maintain quality ostomy, wound and continence nursing care in the Northwest Territories through education, consultation, collaboration, program development and liaison.**

Consultation and Collaboration:
• Acts as a resource for the management of complex ostomy, wound and continence care for clients and community health nurses outside of Yellowknife, N’dilo and Dettah via telephone and electronic communication and regional visits
• Assist nurses, physicians and other members of the NTHSSA Home and Community Care health care team and clients in problem-solving ostomy, wound and continence issues
• Provide coaching, leadership and mentorship to peers, students and other members of the health care team

Education:
• Liaise with local and regional staff for ongoing educational needs
• Research, develop, evaluate and revise educational resources necessary to support clients, nurses and
• Other health care providers
• Develop and provide formal and clinical education in ostomy, wound, skin and continence care for
• The Home and Community Care, Aurora College nursing students, NTHSSA, and other health
• Authorities in the Northwest Territories as requested
• Provide education in skin care and simple wound care to home support workers
• Orient new employees in Yellowknife Home and Community Care to the role of the Enterostomal Therapy Nurse
• Orient new Home Care nurses to ostomy care, wound care and catheter care in Yellowknife Home and Community Care C
• Communicate and disseminate best practice guidelines and research

Policy and Research:
• Use evidence-based and innovative best practice in ostomy, wound and continence care through education, mentoring, program development, quality indicators and the development and revision of ostomy, wound care and continence care policies and standard operating procedures
• Interpret and apply research to improve client and family care participate in interdisciplinary meetings and committees affecting the delivery of ostomy, wound or continence care under the direction of the Manager develop, monitor and evaluate care plans for ostomy, skin and wound care
• Develop protocols and formularies for ostomy, wound and continence care identify and establish criteria for evaluation of ostomy, wound and continence care outcomes
• Develop a wound care formulary, wound care policies and procedures to create a wound care management program

Liaison:
• Maintain links with nurses with interest and skill in ostomy and wound and continence care at Stanton Territorial Hospital and in other health authorities
• Develop and maintain links with enterostomal therapy nurses in other jurisdictions and with manufacturers’ representatives for the benefit of improved client care work with providers to ensure access to ostomy, specialized dressing supplies and continence supplies

3. **Perform administrative functions that contribute to the effective functioning of enterostomal therapy nursing in the Northwest Territories and Yellowknife Home and Community Care Program.**
   • Participate in meetings within the Department, NTHSSA and with community organizations, as required
   • Enter statistical information into Health Suite in a timely manner maintain records related to hours worked, use of personal and office vehicles, services provided to clients without NWT Healthcare coverage, etc., as required collect and document demographic and statistical information maintain statistical information about ostomy and wound clients demonstrate improved quality of wound, ostomy and continence care and cost effectiveness of enterostomal therapy nursing
WORKING CONDITIONS

Approximately 60-80% of each working day is spent doing home visits, independently or collaboratively in the community, with the following demands:

Physical Demands

Carrying supplies and/or equipment, weighing up to 50 pounds, up and down stairs, in and out of vehicles and homes.

Assisting clients with ambulation or transfers or providing personal care as needed.

Driving, standing or performing client assessment or care while bending and standing in awkward positions or in cramped space for up to 80% of each working day.

Environmental Conditions

Exposure to unsanitary conditions, cigarette smoke, pets, loud noises, and extremes of heat and cold in the client's home that may cause discomfort or pose a safety risk.

Working alone in a community with a rising crime rate.

Exposure to all weather conditions including temperatures ranging from -40 to +30, wind, rain and snow, mosquitoes. The incumbent is normally walking outdoors or driving for up to two hours a day.

Exposure to communicable diseases and infectious organisms, needle stick injuries, blood and body fluid, hazardous materials.

Unpredictable work environment and situations encountered must be dealt with independently, as support from co-workers or physicians are often unavailable.

Sensory Demands

Maintaining acute cognitive focus while using the combined senses of touch, sight, smell and hearing during assessments and provision of care in an uncontrolled setting.

Exposure to unpleasant sights, odors and noises.

Mental Demands

Working alone in unpredictable and uncontrolled conditions.

As a provider of advanced and specialized nursing care and education, the responsibility to provide expert care and education in circumstances with multiple variables requires concentration, judgment, knowledge, skill, confidence and adaptability
Intensely emotionally disturbing experiences for the client (eg. a new stoma, a terminal cancer diagnosis) during which the incumbent is expected to remain calm, controlled, professional and demonstrate compassion and teamwork.

The incumbent must be able to think conceptually, yet maintain attention to detail, often at the same time.

Providing expert nursing care and special treatments in homes with poor lighting, frequent interruptions and constant observation by informal caregivers.

Home visits may be made alone, so the incumbent must be aware of the risk of verbal or physical assault, and unknown or unpredictable situations.

Work pace is controlled by the client and the incumbent must adapt to the client’s level of readiness for interventions.

Ongoing reprioritization and reorganization of workload during the work day in response to uncontrollable factors

The incumbent’s work requires travel to regions in the NWT outside of Yellowknife which may require disruption in the normal hours of work and travel in light aircraft.

Frequent interruptions and the requirement to perform many duties simultaneously.

**KNOWLEDGE, SKILLS AND ABILITIES**

The Enterostomal Therapy Nurse practices in accordance with the Code of Ethics and Standards of Nursing Practice of the RNANT/NU, clinical policies of Home and Community Care and the philosophy, objectives and policies of the Northwest Territories Health and Social Services Authority (NTHSSA). In addition, the Enterostomal Therapy Nurse practices in accordance with the Values and Standards of Enterostomal Therapy Nursing Practice. The incumbent is guided by professional knowledge and skills, best practice guidelines for enterostomal therapy, best practice guidelines for acute and chronic wound care, the principles of primary health care and current research. To work effectively under this broad framework, the incumbent must meet the following requirements:

- Must be a Registered Nurse with current registration with the RNANT/NU
- Must have successfully completed an enterostomal therapy nursing education program
- The ability to apply a deep and broad knowledge of diverse practices and physiological, emotional and behavioral scientific principles in the community setting
- The ability to use analytical, conceptual and critical thinking skills to problem solve and influence client outcomes in an unpredictable environment
- The ability to act independently to set priorities, develop work plans and manage workload while balancing individual clients’ needs, complexity and acuity
- The ability to develop novel, imaginative and creative solutions that frequently have no precedent and are conceptually new
The ability to communicate in a caring, professional, therapeutic manner at all times with a wide variety of clients, caregivers, and health care providers

The ability to negotiate solutions

The skill and ability to apply learning theory in innovative ways in order to help clients and caregivers understand the rationale for change, and to motivate them to do so

Current expertise in a broad range of areas, including adult education, community-based nursing, working with families, disease processes, long-term care assessment, knowledge of community resources, ostomy care, skin and wound care, continence nursing care, specialized ostomy and dressing products, grief management and pain management

The ability to make informed, pertinent assessments and decisions while working independently in the community

The ability to integrate activities to avoid duplication of service and inappropriate use of resources, both for individual clients and within the nurse’s current caseload

The ability to work in a culturally diverse environment using resources, such as interpreters, appropriately

The ability to operate a desktop computer for electronic mail, word processing, Internet and to input information into a client database system

The ability to operate and/or use medical equipment (such as, but not limited to, peripheral IV pumps and lines, a variety of IV access devices, sphygmomanometer, blood glucose monitor, pulse oximeter, wheelchair, canes, crutches, etc.).

The ability to competently perform conservative instrumental debridement of non-viable tissue

The ability to competently perform chemical cauterization of hypertrophic granulation tissue

Typically, the above qualifications would be attained by:

These qualifications are commonly acquired through the successful completion of a Nursing Degree, a certificate in enterostomal therapy nursing, recent enterostomal experience and demonstrated clinical experience in the care and management of clients with ostomies, wound and skin care.

ADDITIONAL REQUIREMENTS

Yellowknife Region Requirements

The Enterostomal Therapy Nurse must:

- Be registered with the RNANT/NU
- Have successfully completed an Enterostomal Therapy Nursing program
- Be a member of the Canadian Association of Enterostomal Therapy
- Have completed a satisfactory criminal record check
- Possess a Class 5 Driver’s License and be able and willing to drive in inclement weather conditions and have completed a satisfactory Driver’s Abstract
- Possess current knowledge of community resources be culturally sensitive
- Apply nursing theory and knowledge in a holistic manner be able to travel to regions in the Northwest Territories
• Demonstrate skill in observation, independent assessment, health teaching communication and interpersonal relationship building
• Demonstrate ability to problem solve independently, to function as an independent practitioner and to work collaboratively as a team member
• Demonstrates skills in teaching, mentoring, consultative and resource roles
• Excellent written and verbal communication skills
• Demonstrate critical thinking; be open to varying opinions and perspectives
• Maintain and improve current knowledge and practice in enterostomal therapy nursing through professional activities in continuing education.

The Enterostomal Nurse must be able to acquire, within a reasonable time frame, and remain current with the following training and/or certifications:
• Non-Violent Crisis Intervention
• Flu and Pneumovax Immunization
• Internet and e-mail applications
• Fire plan for NTHSSA
• WHMIS
• Certification in basic CPR
• Venipuncture
• Glucometer
• Home Intravenous Therapy Program

**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)
- French required
- French preferred
- ✓ French not required