Kwanlin Dün First Nation

Position Title:

Community Health Nurse - Clinic

Department:
Health & Wellness

Supervisor:
Manager, Health Promotion

Date:
August 2024

Job Summary:

Reporting to the Manager, of Health Promotion, the Community Health Nurse – Clinic (CHN-C) provides a comprehensive range of community-based nursing and public health services to the Kwanlin Dün First Nation and surrounding area. The CHN-C collaborates closely with community resources to deliver culturally safe healthcare services to individuals and families across the lifespan, in alignment with the strategic values, vision, goals, and objectives of Kwanlin Dün First Nation.

The CHN-C ensures that clients receive culturally safe care at Nats'ekhì Kų Health Centre and other healthcare facilities. This role is integral to a multidisciplinary team working with KDFN Health Centre staff, other KDFN departments, and various local, territorial, and federal organizations.

Main Duties:

- Provide culturally appropriate nursing and public health services to the Kwanlin Dün community, including programs such as Yukon Communicable Disease Control, Yukon Immunization Program, Yukon Laboratory Services, Chronic Conditions, Health Promotion and Prevention, Home and Community Care, and Foot Care Clinics.
- Assess clients' needs using the social determinants of health and develop care plans focused on the client's desired support areas.
- Conduct and document health assessments, primarily at Nats'ekhì Kų Health Centre, and occasionally in various community settings.
- Maintain appropriate records in compliance with KDFN Health Department Policies and territorial legislation, including HIPMA.
- Provide crisis intervention and emergency response within the community as needed.
- Advocate for clients within the larger healthcare system and arrange support during medical appointments when necessary.

- Plan, implement, and evaluate health and social services related to client care.
- Maintain professional competency and act as a resource for professionals, paraprofessionals, and the community, promoting self-care, independence, and awareness of KDFN Health Programs.
- Provide information and consultation to professionals, individuals, and community groups on health programs, acting as a liaison between clients and agencies.
- Stay informed on developments relevant to nursing and public health through professional education and networking.
- Participate in strategic planning initiatives within the Health Department and KDFN.
- Adhere to KDFN policies and procedures in the delivery of health services.
- Attend staff and case management meetings as needed.

Education and Experience:

- Diploma or Degree in Nursing or equivalent, with current registration with the Yukon Registered Nurses Association.
- Yukon Certificate of Immunization Competency or willingness to obtain within 2 months of hire.
- Previous experience in community health nursing.
- Knowledge of Yukon First Nations' socioeconomic history, spiritual beliefs, and traditional healing practices.
- In-depth knowledge of and experience with Aboriginal health and social issues.
- Understanding of the TRC Call to Action.
- Familiarity with KDFN social structure, families, and community dynamics is an asset.

Related Skills & Abilities:

- Proficiency in assessment, planning, intervention, and evaluation.
- Skills in lab specimen collection and shipment, medication administration, foot care, wound care, and harm reduction.
- Experience with Plexia and Meditech computer systems.

Office & Medical Equipment Skills:

- Ability to operate a variety of medical equipment.

- Strong computer skills, including familiarity with standard office equipment.

Management Skills:

- Administrative and time management skills.
- Case management and work planning skills.
- Training and development skills.

Interpersonal Skills:

- Conflict resolution and crisis management skills.
- Ability to foster trust, acceptance, and interest among staff and community members.
- Coordination, facilitation, and motivational skills.
- Client relationship management skills.
- Capacity to handle potentially volatile situations with clients.
- Demonstrated sobriety, stability, maturity, and integrity.
- Positive role modeling for community members.
- Teamwork, initiative, and deadline management abilities.
- Ability to work effectively with authority figures and colleagues.

Key Personal Contacts and Nature of Contacts:

- **Manager, Health Promotion:** Receive direction, exchange information, and problem-solve.
- **Departmental Staff:** Exchange information, problem-solve, participate in work teams, assist with conflict resolution, and coordinate services.
- **Health Centre Management Staff:** Information exchange, reporting, problem resolution.
- **Clients/KDFN Members:** Provide nursing and public health services, advocacy, and service coordination.
- **Local Health & Social Agencies (e.g., physicians, Whitehorse Health Centre):** Information exchange, advocacy, service coordination, referrals, and recommendations.
- **Whitehorse Schools:** Exchange information, referrals, and client advocacy.
- **Other Agencies/Governments/Committees:** Coordination, referrals, and client support.
- **Council (Chief & Council):** Information exchange and participation in working groups.

Direction/Decision Making:

Objectives for this position are developed in collaboration with the Manager, Health Promotion. The CHN-C is responsible for making professional decisions during day-to-day work. Deviations from the work plan must be pre-approved by the Manager.

Impact and Accountability:

The CHN-C's decisions directly impact the health, life, and safety of Kwanlin Dün First Nation community members. This position plays a crucial role in achieving KDFN's mission to eliminate health and safety crises within the community. The CHN-C is accountable for the effective operation of the client care portion of the Health Services Program, adhering to KDFN policies, departmental budgets, and work plans.

Positions Supervised:

- **Directly:** None
- **Indirectly:** Acts as an informal leader in client care, providing direction, guidance, and professional advice to team members.

Working Conditions:

- **Physical Effort:** Sitting, walking, driving, standing, occasional lifting.
- **Physical Hazards:** Harsh weather, varied work locations, unsanitary conditions, unpredictable client behavior, potential physical abuse.
- **Spiritual Stress:** Clients may struggle with spirituality and beliefs, leading to inconsistent values in the home.
- **Emotional and Mental Stress:** The role is physically and emotionally demanding, with interactions involving emotional, angry, or abusive clients. Exposure to trauma, neglect/abuse cases, crisis situations, and death-related issues is possible.

Self-care is crucial for maintaining personal-professional balance. The incumbent must participate in an employer-supported wellness plan.

Conditions of Employment:

- Satisfactory pre-employment Criminal Record Check with Vulnerable Sector Clearance.
- Oath of confidentiality.

- Valid Class 5 Driver's License and maintenance of an acceptable Driver's Abstract.
- Standard First Aid & CPR-BLS.
- Transportation of Dangerous Goods Certificate.
- TB Clearance.
- Immunization record.
- Completion of HIPMA Training Certificate upon hire.

Job Requirements:

- Registration with the Yukon Registered Nurses Association and maintenance of good standing.
- Certificate of Immunization Competency (maintenance required).
- Valid Class 5 Driver's License.
- Immunization Record & TB Test.
- Occasional overtime, including weekends.
- Exposure to second-hand smoke, animals, latex products, and weather conditions.
- Ability to safely lift up to 50 pounds as part of client care and transfers.

This job description reflects the current job duties but is subject to change based on organizational needs.

K. **Position Approval:**

I approve this position description as being representative of the work I require to be performed and that the responsibility and authority levels identified have been delegated to this position. It has been designed to indicate the general nature and level of work to be performed by the employee. **It is not designed to contain or be interpreted as a comprehensive inventory of all duties and responsibilities assigned to this job.**

Supervisor: I have reviewed (with the incumbent, where applicable) the duties and responsibilities assigned to this position.	**Incumbent** (where applicable): I have read the foregoing position description and understand that it is a general description of the duties assigned to the position occupied by me.

Signature:	Signature:
Date	Date

Manager, Human Resources: (Comments) Signature: Date	**Executive Director**: I approve this position description as being representative of the work required to be performed and that the responsibility levels identified have been delegated to this position. Signature: Date