



Wuikinuxv Health Centre

Wuikinuxv Village, Rivers Inlet
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Job Summary:

The Community Health Nurse/Home Care Nurse team lead (CHN/HCN), in collaboration with the community and the health team, will contribute to the overall health of the community using a population health and community development framework. The CHN/HCN promotes traditional and cultural approaches to health practices. The CHN/HCN demonstrates knowledge and skills in assessing, planning, implementing and evaluating community health and home care nursing programming based on local knowledge and information; morbidity, mortality and other statistics; population health, and current preferred practice as these relate to community health and home care nursing practice. The CHN/HCN possesses an understanding of the social determinants of health and demonstrates values of community health promotion, commitment to the creation of health partnerships, and community development strategies. The CHN/HCN is responsible for the home care team. The CHN/HCN provides direction and support to Home Care Assistants, and oversees the clinical needs of people with functional limitations, Elder Care, home visits, annual care planning, and documentation. The CHN/HCN is responsible for community health, and will oversee disease prevention activities including immunization, as well as maternal child health. Respectful engagement with community members as equal partners in health service provision includes home and community visitation and group programming.

COMMUNITY HEALTH NURSE PROGRAMMING

Communicable Disease Control (CDC) Programming

- Assures a comprehensive CDC program, including but not limited to a focus on influenza, HIV, Hepatitis A, B & C, Sexually Transmitted Infections (STIs), Tuberculosis (TB) and vaccine preventable diseases
- Provides community awareness programming on immunizations and other communicable diseases (prevention, early detection, transmission & control strategies)
- Provides programming on prevention, early detection, and CDC response as outlined by Medical Health Officer (MHO), FNHA Health Protection Team, and BCCDC Guidelines
- Plans, implements and evaluates immunization programs for infants, children, adults, elders and members of the community deemed to be at higher risk
- Assesses needs/strengths/resources, plans, implements and evaluates the TB Programming for the community as per the BCCDC TB Manual (TB Services for Aboriginal Communities (TBSAC))
- Ensures that required training is completed and competency is maintained (including current immunization certification, transportation of dangerous goods (TDG), and CPR (including infant) certification)
- Ensures that the CDC references are kept up-to-date
- Ensures the regular maintenance of CDC equipment and that BCCDC recommended CDC supplies is available
- Ensures that cold chain principles are adhered to
- Ensures that mandatory CDC reporting is completed in a timely fashion

Maternal and Newborn Health

- Assesses needs/strengths and resources, plans, implements and evaluates prenatal, postnatal and newborn programming (including linkage to Canadian Prenatal Nutrition Programming)
- Provides prenatal, postnatal and newborn education and support programming that includes topics such as injury prevention, SIDS, nutrition, lifestyle and health practices, growth and development, prenatal care, newborn care, breast feeding, physical & emotional care, and when to seek medical attention. This programming may be delivered in group settings and/or one-to-one sessions.
- Provides referrals to other health professionals or programs as required

Infant and Child Health

- Assesses needs/strengths/resources, plans, implements and evaluates child health programming.
- Provides assessments and screening aimed at early intervention for identified health and development concerns (vision & hearing screening, speech & language development, physical growth).
- Provides referrals to other health professionals and programming should a delay or health concern be identified.
- Provides information and counselling for parents, other care givers or staff on topics including but not limited to injury prevention, growth and development, parenting, anticipatory guidance, nutrition, oral health, and environmental risks such as sun exposure, wood ticks and water safety.
- Works in collaboration with other health and education staff in the promotion of child health programming.
- Works towards ensuring community-based family preservation and the integrity of kinship and biologic parenting systems, while ensuring child safety and following mandatory Ministry of Child and Family Development protocols.

Youth Health

- Assesses needs/strengths/resources, plans, implements and evaluates youth health programming in collaboration with community youth, youth workers, teachers, and others delivering this programming. Focus topics include but are not limited to healthy relationships, healthy communication, injury prevention, healthy lifestyle, emotional well-being, puberty, and healthy sexuality.
- Provides a referral to other health professionals or program as required.

Adult and Elder Health

- Assesses needs/strengths/resources, plans, implements and evaluates adult and elder programming in collaboration with other health team members including the Home Care Nurse, Community Health Worker, and Elders Coordinator. Topics include but are not limited to healthy lifestyle, early detection of illness, emotional wellness, women's health topics, men's health topics, injury/falls prevention, and elder abuse and neglect prevention
- Refers to other health professionals or agencies as appropriate

Chronic Disease

- Assesses needs/strengths/resources, plans, implements and evaluates programming around chronic disease. This includes prevention, early detection of illness, understanding the illness and how to maintain a healthy state with the disease, and when to seek medical attention.
- Topics include but are not limited to cardiovascular health, obesity prevention, cancer, diabetes prevention, oral health, arthritis prevention and management, osteoporosis, healthy sexuality, commercial tobacco use prevention, substance misuse prevention, emotional well-being and injury prevention
- Refers to other health professionals or agencies as appropriate.

Environmental Health and Emergency Preparedness

- Works in collaboration with the environmental health officer (EHO) and health staff in planning prevention awareness programs
- Is informed about current surveillance programming and supports EHO when addressing any environmental challenges such as mould in home, boil water advisories, rodents, or CDC outbreak that relates to the environment
- Collaborates with the FNHA Pandemic and CD Emergency nurse specialist around the nursing role within the emergency preparedness plan
- Collaborate with FNHA Health Protection team to ensure respiratory response supplies are maintained and that N95 mask fit testing for all health centre staff is offered annually.

- Collaborates on the creation and maintenance of data bases for programming so that they may be utilized within an emergency response

Mental Wellness Promotion

- Mental wellness promotion rooted in a well-informed knowledge base of the socio-historical context of First Nations including colonization, residential school trauma and ongoing health/socio-economic and educational inequities
- Promotes community and individual mental wellness across the Lifespan
- Promotes natural social support networks
- Engages in building community networks
- Provides community-based program consultation for mental wellness
- Works towards mental illness prevention through screening and early identification, mental health assessment and monitoring well-being
- Collaborates with mental health resource people (internal mental health workers and external mental health personnel) on suicide prevention programming
- Collaborates with relevant personnel to ensure family/intimate partner violence prevention programming is available

Injury Prevention

- Be cognizant of the major sources of injury in the community, and predisposing factors
- Offers injury prevention programming
- Collaboratively develops community driven substance misuse prevention and treatment interventions to reduce the incidence of substance related injuries
- Offers injury prevention education as appropriate across the Lifespan for all community members

Addictions and Harm Reduction

- Collaboratively assures addictions prevention, intervention and treatment service
- Offers harm reduction supplies and equipment
- Provides opioid overdose prevention and education services (Naloxone/drug alert systems) as appropriate.
- Assures outreach to community members deemed to be at high risk to offer prevention and harm reduction services, including HIV/Hepatitis C screening

HOME AND COMMUNITY CARE PROGRAMMING

Responsibilities

- Participates in the planning, development and evaluation of the Home and Community Care Program
- Coordinate home care services to meet the needs of the clients while encouraging independence, family and community support
- Identifies community members requiring home care support
- Completes a client assessment that includes ongoing re-assessment and determines client need and service allocation
- Develops a client centered care plan
- Implement the care plan to provide in-home personal care/home management services in collaboration with the Home support Workers
- Provides mentoring, direction, guidance, support and supervision for Home Care Assistants
- Provides in-home direct nursing care as required
- Documents the assessments, care plans and service delivery on the client's personal Home Care Health Record
- Adheres to infection-control guidelines
- Maintains client confidentiality and ensures that all records are stored securely
- Provides clients and family caregivers with health information as required through demonstrations and informal teaching sessions
- Assess the need for capacity building and conducts in-service training sessions for the Home Care Assistants and other members of the health team as appropriate
- Participates in case management and family conferences as appropriate
- Maintains nursing skills through attendance at workshops, conferences, in-service and staff meeting, in addition to reading current literature and Best Practice Guidelines

(insert community/band name)

- Ensures that clients admitted to the Home and Community Care Program have access to medical supplies and equipment
- Maintains professional support and consultation to ensure the program is delivered in a safe and effective manner
- Establishes internal and external linkages with other professionals and community resources

ADDITIONAL DUTIES, QUALIFICATIONS AND APPROACHES

Reports, Documents, Data Bases and Client Records

- Ensures that required TB month end and annual reports are completed in a timely fashion
- Ensures data bases are maintained in all core programs, including prenatal, chronic disease and immunization recall systems, for use in annual reporting, programming evaluation/planning and emergency preparedness.
- Ensures all client care is documented in the client record according to agency policy and College of Registered Nurses of British Columbia (CRNBC) standards.
- Ensures monthly narrative report on CHN/HCN programming is completed in a timely fashion for the Health Director.
- Ensure that confidential information is securely stored and information released according to agency policy, CRNBC Standards and current legislation.

Additional duties that may be requested

- Participation in working groups, meetings, committees and planning sessions
- Participation in relevant community events
- Participation in proposal or policy development that relates to the CHN/HCN programming area
- Collaborates with Health Director and staff in the orientation and mentoring for new nursing and health personnel

Required Qualifications

- Bachelor of Nursing from a Canadian University or equivalent combination of training and experience
- Current CPR-C certification (that includes infant resuscitation)
- Current practicing membership with CRNBC
- Immunization certification, or willingness to complete within three months of hire
- Current valid BC driver's license

Qualifications and Values

- Interest in critical self-reflection and continual cultural safety development and training
- Commitment to continuing professional development
- Alignment with the ethical obligation of nursing to recognize the primacy of First Nations sovereignty – which includes the recognition that First Nations people control land, water, health and wellness
- Respectful of individual, family, community and nation, and the right to self-determined approaches to health and well-being
- Seeks guidance from First Nations leadership in order to validate and integrate First Nations knowledge into all aspects of health and well-being
- Works respectfully with clients and health department staff in a culturally safe, relational and inclusive manner
- Knowledge of local community resources and agencies
- Ability to work both within a team and independently
- Computer skills and willingness to learn new programming as appropriate