

This position description describes the principal duties and responsibilities of this position and does not imply that they are the only duties and responsibilities to be performed.

POSITION TITLE: *Community Registered Nurse*

DATE: 2021

PROGRAM: Health

REPORTING TO: *Director of Member Services*

OVERVIEW

ᑭᓴᓴᓴᓴᓴ First Nation ("AFN") is a member Community of the Ktunaxa Nation. The AFN Administration exists for the Community and is comprised of different departments unified by our Vision, Mission, and Values. As a team, the AFN departments work together to achieve our goals and objectives as set out in our long- and short-term strategic plans. We continue to progress and move our community forward towards our Vision.

ᑭᓴᓴᓴᓴ First Nation Vision Statement

Strong, healthy citizens and communities speaking our Languages and celebrating who we are and our history in our ancestral homelands, working together, managing our lands and resources as a self-sufficient, self-governing Nation.

ᑭᓴᓴᓴᓴ First Nation Mission Statement

Through sound, responsible leadership, we will promote the well-being and economic self-reliance of our people by encouraging and fostering education and sustainable employment.

ᑭᓴᓴᓴᓴ Values

The natural spirit of the land: Our land is the most important gift we borrow from the future

Our culture and language: AFN cherish a unique culture and language that is at the heart of all community discussions.

Family: Family is the most important social unit within our community, therefore, we stand together to support our families

Position Summary

The Community Registered Nurse (CRN) in collaboration with the health team, will contribute to the overall health of the community using a population health and community development framework. The CRN promotes traditional and cultural approaches to health practices. The CRN 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

Duties and Responsibilities

Applies and utilizes key nursing knowledge and critical thinking to choose options and to plan, implement, and evaluate programs and interventions to address health issues, taking into account relevant evidence, legislation, regulations, and policies.

- Collects, assesses, analyzes, and applies information from various data sources to make evidence informed decisions for nursing services, including program planning, development and priority setting with individuals, families, groups, and communities, and interprets information for professional and community audiences.
- Responsible for nursing programs set out in agreements: for IMMS, TB Control, Sexual Health, Maternal Child Health, Prenatal/Postnatal, Communicable Disease, Men's Health, Youth, Mental Health/Wellness and Substance Misuse, Injury Prevention, Chronic Disease.
- Responsible for overseeing the Home & Community care program process and documents, assessment, care plan, coordinating care and services, home visits,
- Lead home care team, provide education for clients, family and team members, discharge plan, and follow-up.
- Maintains records, consent, charting, and protects the privacy and confidentiality of client information.
- Involves individuals, families, groups, and communities as active partners to take action to address health inequities and foster a self-management care approach for chronic conditions.
- Advocates for Akisqnuk Members, and uses culturally relevant and appropriate approaches, when building relationships and providing nursing services.
- Collaborates and shares knowledge with colleagues, students, First Nations, and other members of the health team.
- Works in collaboration with health care team as required by assigning responsibilities, monitoring activities, and providing support, guidance, education and overall coordination of nursing programs.
- Knowledge in wound care, foot care, diabetes, COPD, Asthma, and other chronic Conditions would be an asset.
- Physical ability to perform the duties of the position.
- Performs other related duties as assigned.

Strategic Planning

- Participates in Community and department specific strategic planning processes and the development and implementation of integrated department work plans.
- Will also assist with individuals' personal health plans.

Financial

There will be limited financial responsibility, however there will be an expectation to perform work in a financially reasonable manner. There may be a requirement to submit reports to external funders which may require financial information.

Communication

Will be responsible to communicate issues and concerns to the health program manager and the Senior Administrative Officer. Will from time to time be required to communicate and provide reports to Council as requested. This may also include communication and reports to membership as needed.

Inter-departmental

Work with all other internal departments as needed.

Position Qualification

- Bachelor's Degree in nursing (BScN) from a recognized university or an equivalent combination of education, training, and experience.
- Minimum One (1) year of nursing experience.
- Current practicing registration with the British Columbia College of Nursing Professionals (BCCNP).
- Certification in Immunization Competency, or willingness to be certified within 3 months of hire.
- Possess a valid Class 5 British Columbia Driver's License, able to submit current drivers abstract and have reliable transportation.
- Complete and clear the Police Information Check with Vulnerable Sector Screening.
- Knowledge of, and ability to apply, an understanding of First Nations cultural principles and protocols in work situations.
- Knowledge and the application of concepts, principles, and theories of cultural safety and trauma, including knowledge of other healing practices used in the community.
- Knowledge of First Nations cultures and backgrounds, and the understanding of how culture impacts on communication patterns, and attitudes and approaches to health issues.
- Knowledge of health status of populations, inequities in health, the determinants of health and illness, principals of primary care, strategies for health promotion, disease and injury prevention, health protection, curative, urgent and emergent care, rehabilitation and supportive or palliative care.
- Application of the nursing process, conceptual frameworks of nursing, theories, and principles of nursing practice.

- Problem solving techniques/skills.
- Knowledge of evidence based clinical nursing practice, including current concepts of primary care nursing for the delivery of community /family health and home care services.
- Some knowledge in wound care, foot care, diabetes, COPD, Asthma, and other chronic conditions would be an asset.
- Physical ability to perform the duties of the position.

CONTINUING EDUCATION REQUIREMENTS

Health personnel are expected to participate in appropriate continuing education as may be requested and/or required by their immediate Member of Management. In addition, agency personnel are expected to accept personal responsibility for other educational activities to enhance job related skills and abilities. Must attend mandatory educational programs.

CRITICAL SUCCESS FACTORS

The core of our business is serving the AFN Community and the Ktunaxa Nation overall. Therefore, anyone who joins the organization should understand AFN and/or the Ktunaxa Nation. This understanding can be gained from being a member of the AFN Community and/or the Ktunaxa Nation, being from AFN or Ktunaxa ancestry, or from working with the Community and/or the Nation. If a person looking to join the AFN Organization does not currently possess this understanding of the Community or Nation, they must demonstrate a genuine interest to learn more and immerse themselves in the culture to gain a greater understanding.