

Section 2: Organization

Policy 02-001-00.....	Philosophy of Nursing
Policy 02-002-00.....	Core Community Health Nursing Programs
Policy 02-003-00.....	Structural Objectives and Indicators



 Department of Health Government of Nunavut	NURSING POLICY, PROCEDURE AND PROTOCOLS		
	Community Health Nursing		
TITLE:	SECTION:	POLICY NUMBER:	
Philosophy of Nursing	Organization	02-001-00	
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The Department of Health and Social Services upholds nursing beliefs and values by integrating the philosophy of nursing into departmental policy statements. The philosophy is intended to guide nursing services and actions in order to achieve the goals of the Department and to execute the mandate of Government of Nunavut.

PHILOSOPHY OF NURSING

Nursing is a dynamic and supportive profession guided by its code of ethics. Nursing is rooted in caring, a concept evident throughout its four fields of activity: practice, education, administration, and research. Within these four domains, nurses assume roles of clinical practitioner, educator, administrator, and researcher.

These domains are interdependent, each one influencing the other. The role of clinical practitioner is the fundamental role, with the other roles existing primarily to support and maintain competent nursing practice and to foster excellence in nursing.

Nursing Practice: Nursing, as a professional practice, is a process requiring application of nursing theory, nursing skills, and judgment. Nursing's role may be expanded to include delegated medical functions under specific circumstances. The nursing profession and employing authority sanction or approve the delegated acts for nurses having additional preparation and specialized competence.

Nursing plays a significant role as a member of a complex multi-disciplinary health care system in which professionals and paraprofessionals work cooperatively to assist Nunavummiut, as individuals, families, groups and communities, achieve optimal health and independence. Nurses believe that health is a resource which is individually defined and influenced by multiple extrinsic factors (i.e. spiritual, cultural, social, economic, and environmental factors).

Through a holistic approach, nurses employ the nursing process to promote, maintain, and restore their client's health, which includes preventing illness and supporting a peaceful death when life is no longer sustainable.



Nursing Education: Nursing is based on a selected body of knowledge from the sciences, the humanities, and nursing research. It is this specific knowledge which guides nursing actions.

Nursing knowledge is dynamic and continually evolving. Basic nursing education programs provide a foundation for nursing practice; however, ongoing formal and informal education is required to strengthen the nurses' foundation and maintain safe practices.

The nurse assumes primary responsibility for acquiring basic nursing education preparation and for maintaining competence in nursing practice. Employers have a responsibility to support nurses:

- 1) In the acquisition of knowledge and skills to meet identified continuing education needs.
- 2) In the development of specialized competence demanded by specific work settings.

Nursing Administration: Nursing administration is a process through which organized nursing service fulfils its purpose and contributes to the achievement of comprehensive health care that is safe, competent, and ethical.

The profession of nursing influences and is influenced by administrative structures, such as, legislation, standards of nursing practice, policies, procedures and protocols. Nurses need to be aware of such administrative structures in order to effectively and safely manage their practice. It is also important for nurses to participate in the development of administrative structures to ensure a supportive work environment which is relevant to current nursing practice is created.

The quality of nursing practice is dependent upon the quality of management at the individual level and at the organizational level. The individual nurse contributes to quality assurance by making a commitment to practice according to established standards. The organization contributes to quality assurance by utilizing mechanisms/systems designed as part of a quality assurance program. Nurses have a responsibility to support and participate in quality assurance activities.

Nursing Research: Nurses value the ongoing discovery, acquisition, critical application and evaluation of knowledge, attitude and skills relevant to health and health care, in general, and specifically, to nursing.

Nursing research is vital to the ongoing development of nursing knowledge and practice which is responsive to, the ever-changing health needs of Nunavummiut. Nursing research ultimately supports competent practice and promotes excellence in nursing.

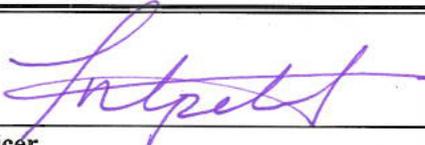


REFERENCES:

Canadian Nurses Association (2008). *Code of Ethics for Registered Nurses*. Ottawa, ON

Canadian Nurses Association (2007). *Framework for the Practice of Registered Nurses in Canada*. Ottawa, ON.

Registered Nurses Association of the Northwest Territories and Nunavut (2006). *Standards of Nursing Practice for Registered Nurses*. Yellowknife, NT

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Chief Nursing Officer	11 FEB 2011 Date	April 1, 2011
	February 11, 2011 Date	
Deputy Minister of Health and Social Services		



 Department of Health Government of Nunavut	NURSING POLICY, PROCEDURE AND PROTOCOLS		
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Nunavut offers a variety of nursing programs: Community Health Nursing, Hospital-based Nursing, Home and Community Care Nursing, Public Health Nursing, Mental Health Care and Diabetes Care.

POLICY:

Each Community Health Nursing Program, as directed by the Department of Health and Social Services, will deliver a standardized set of core nursing programs. These programs will provide holistic services to clients across the lifespan through health promotion and maintenance, illness and injury prevention and health restoration activities.

The Core Community Health Nursing programs and services include:

- Maternal Health Program
 - Prenatal Care
 - Postpartum Care
- School Age Health (Age: 5-19 years)
- Adult Health Program
- Chronic Care Program
- Infant and Child Health Program
 - Infant Services (Age: 0-12 months)
 - Preschool (Age: 1-5 years)
- Communicable Disease Program
- Treatment and Emergency Services
- Administration

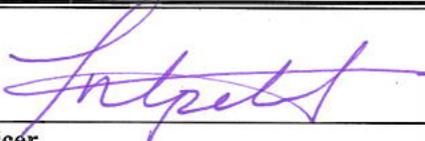
PRINCIPLES:

All nurses play a vital role in the delivery of the health care system in Nunavut. The health care system is always changing to address the factors affecting the overall health of our populations. The role of nursing must also evolve and adapt in response to the needs of Nunavummiut.



RELATED POLICIES, GUIDELINES, LEGISLATION:

Government of Nunavut (2010). *Community Health Nursing Program Standards and Protocols.*

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Structural Objectives:

1. To define and distribute standards and policies for clinical nursing practice for all employee agencies.

Indicators:

- Community Health Nursing Manual up to date

2. To audit the practice of nursing according to the standards and guidelines for nursing practice.

Indicators:

- Review of nursing incident reports and statistics
- Performance evaluations of nursing practice
- Client satisfaction evaluations of the nursing practice in the community/territory.
- Chart reviews / audits
- Report of on-site visits to communities and/or hospitals by senior Health and Social Services officials.

3. To evaluate the quality and quantity of nursing service provided within the territory.

Indicators:

- Number of nurses employed in each community.
- Number of indeterminate staff vacancies, retention rates and departures
- Number of job share arrangements
- Total expenditures for relief nursing
- Analysis of information system data
- Chart reviews / audits
- Frequency and content of nursing orientation programs offered
- Nursing evaluations of the orientation programs offered
- Peer evaluations
- Number of nurses successfully completing in-service training/education courses.
- Number of nurses who have attained additional nursing certification



4. To provide expert nursing consultation and advice to other governmental departments, nongovernmental organizations, Inuit organizations, and nursing professional associations.

Indicators:

- Pro-active contacts with nursing and other managers for anticipatory consultation and advice.
- Timely response to verbal and written requests for advice and assistance, consistent with the urgency and complexity of the need.
- Number of issues/concerns resolved

5. To establish and maintain effective liaison and relationships with national associations, educational institutions, health/nursing related boards, agencies, governments and health service providers.

Indicators:

- Quality and quantity of data reflected in reports, minutes of meetings, presentations and requests
- Number of interagency / interdisciplinary projects which nursing participates in, facilitates, plans and implements.

6. To design, initiate and evaluate special projects, which affect change in a positive direction for the quality of health services provided and the health level of health providers.

Indicators:

- Number of initiatives
- Number of completed reports continuing successful evaluations

7. To provide management counseling for Directors and Nursing Supervisors.

Indicators:

- Orientation sessions provided
- Nursing management reviews provided to the regional offices.
- Nursing management consultations held
- Support and advice provided through telephone consultations, on-site visits and reports.

8. To promote the professional and career development of nurses and nursing.

Indicators:

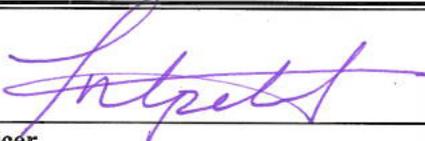
- Number of nurses completing in-service training and education programs.
- Number of nurses promoted internally to Director, Nursing Supervisor and Manager positions.
- Number of arrangements/contracts in place with training and/or educational institutions.



9. To participate with other Government of Nunavut departments and divisions in program planning and evaluation.

Indicators:

- Number and types of interdepartmental meetings and communication
- Minutes reflecting program review and new program initiatives

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