 Department of Health Government of Nunavut		<b>NURSING POLICY, PROCEDURE AND PROTOCOLS</b>	
		<b>Community Health Nursing</b>	
<b>TITLE:</b>		<b>SECTION:</b>	<b>POLICY NUMBER:</b>
<b>Structural Objectives and Indicators</b>		Organization	02-003-00
<b>EFFECTIVE DATE:</b>	<b>REVIEW DUE:</b>	<b>REPLACES NUMBER:</b>	<b>NUMBER OF PAGES:</b>
February 10, 2018	February 2021		3
<b>APPLIES TO:</b>			
Community Health Nurses			

### **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:

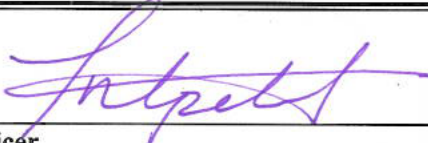

- Number of nurses completing in-service training and education programs.
- Number of nurses promoted internally to Director, Nursing Supervisor and Manager positions.
- Number of arrangements/contracts in place with training and/or educational institutions.



**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

Approved by:		11 FEB 2011
Chief Nursing Officer		Date
		
Deputy Minister of Health and Social Services		Date
		Effective Date:
		April 1, 2011

