 Department of Health Government of Nunavut		NURSING POLICY, PROCEDURE AND PROTOCOLS	
		Community Health Nursing	
TITLE:		SECTION:	POLICY NUMBER:
Unregulated Healthcare Workers – Employer Responsibilities		Nursing Practice	07-009-00
EFFECTIVE DATE:	REVIEW DUE:	REPLACES NUMBER:	NUMBER OF PAGES:
July 21, 2021	July 2023	N/A	3
APPLIES TO:			
Community Health Nurses, Home and Community Care Nurses, Psychiatric Nurses, Nurse Practitioners, Licensed Practical Nurses, Public Health Nurses			

1. BACKGROUND:

- 1.1 The Department of Health (Health) acts as an employer for regulated and unregulated healthcare providers and workers in Nunavut.
- 1.2 As an employer of regulated and unregulated healthcare providers and workers Health has the responsibility of providing direction on the roles and responsibilities of their employees.

2. POLICY:

- 2.1 Health will clearly describe the core competencies, educational requirements, roles, and responsibilities for the practice of Unregulated Healthcare Workers in health centres, long-term care facilities, and other locations where Health employs Unregulated Healthcare Workers.
- 2.2 Health will identify the roles, responsibilities, and accountability of the nurses involved with assigning and delegating tasks to Unregulated Healthcare Workers. Nurses have a professional responsibility to delegate appropriately to other members of the healthcare team and must receive training and direction from Health for delegating and assigning specific tasks to Unregulated Healthcare Workers

3. PRINCIPLES:

- 3.1 The responsibility for the practice of a nurse cannot be delegated to anyone who not a nurse. Under certain specific conditions a nurse may delegate selected tasks for a specific client to an unregulated healthcare worker provided the unregulated healthcare worker is competent and authorized to perform the task.
- 3.2 Unregulated healthcare workers are a valuable resource and must receive sufficient training, supervision, and support from Health.
- 3.3 Health and the unregulated healthcare workers share accountability with the nurse for safe and correct delegation of healthcare tasks.

3.4 Shortages of regulated healthcare providers, a shift in care settings from acute to home and community, an aging population, and a high financial burden of healthcare service delivery in Nunavut have resulted in healthcare teams increasingly relying on unregulated healthcare workers.

3.5 When healthcare providers operate as a team, workloads, wait times, and client outcomes and satisfaction all improve.

4. DEFINITIONS:

Unregulated Healthcare Workers: It is an umbrella term used to describe care providers who provide a form of health service and are not registered or licensed by a regulatory body. Unregulated Healthcare Workers carry numerous position titles and may include, but are not limited to: Community Health Representatives, Home and Community Care Workers, Continuing Care Workers, Personal Care Workers, Mental Health Workers, Maternal Care Workers, Life Skills Workers, family members, or students training in a health profession.

5. RELATED POLICIES, PROTOCOLS AND LEGISLATION:

Policy 07-010-00 Working with Unregulated Healthcare Workers: Nurse Responsibilities
Guideline 07-010-01 Working with Unregulated Healthcare Workers
Guideline 07-010-02 Deciding to Teach or Delegate a Procedure
Policy 07-011-00 Working with Unregulated Healthcare Workers: Worker's Responsibilities


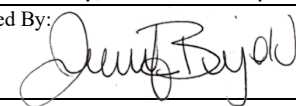
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