



POSITION DESCRIPTION

POSITION TITLE:	INDIGENOUS ELDER / KNOWLEDGE KEEPER - OBSTETRICS
DEPARTMENT:	INDIGENOUS HEALTH / OBSTETRICS
CLASSIFICATION:	
UNION:	OUT OF SCOPE

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	REGIONAL DIRECTOR, INDIGENOUS HEALTH
POSITIONS SUPERVISED:	Not Applicable

POSITION SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Interlake Eastern Regional Health Authority (IERHA) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

IERHA Indigenous Health with the Obstetrics Unit have developed the Elder-in-Residence program to ensure Indigenous perspectives, knowledge and approaches are returned to the birthing process. This position supports a proactive holistic approach to health and wellness and is committed to the delivery of prenatal, postnatal, and birthing services which are sustainable and honour the customs and traditions of First Nations and other Indigenous peoples.

The Elder in Residence provides: early pre-natal connection and relationship with the Selkirk Regional Health Centre (SRHC) while still in community, access to Indigenous birthing practices and ways of knowing during labour and delivery at SRHC, early post-natal services connections with community health team prior to discharge from SRHC and increase general community awareness of SRHC family birthing unit team and services. As deemed appropriate by the Elder, they will facilitate a culturally safe space by integrating their knowledge and teachings of protocol around the birthing experience for stronger client interactions and by supporting cultural events on site. Additionally, the Elder will provide guidance, personal consultation, active listening, support and mentorship to patients at SRHC and their families on an as needed basis.

The Elders and Knowledge Keeper offer culturally specific medicines and healing methods to Indigenous patients and families and provide culturally-specific consultation to involved health care staff and physicians.

Elders' life experience, historical perspective, spiritual knowledge, and cultural connections make them a valuable member of the care team.

Elders and Knowledge Keepers

Indigenous Elders and Knowledge Keepers play a central role in Indigenous communities; they are teachers within and beyond their communities.

Elders, Knowledge Keepers and Cultural Advisors are not self-taught individuals. They have been gifted with their respective teachings by other Elders or Knowledge Keepers, typically over years of mentorship and teaching.

These teachings are held as sacred knowledge and vary from each respective knowledge source. Ideally, permission has been given for individuals to share what their learned and acquired knowledge permits. Once the Keepers are felt to have learned and understood the knowledge and have made it a part of their own lives, it is accepted that they can now deliver these learnings and teachings to others.

Elder: The term "Elder" is bestowed to an individual, by their community because of the spiritual and cultural knowledge that they hold. The term does not refer to one's age, but rather the level of cultural and traditional knowledge they hold.

Knowledge Keeper: The term "Knowledge Keeper" or "Traditional Knowledge Keeper" refers to someone who has been taught by an Elder or a senior Knowledge Keeper within their community. This person holds traditional knowledge and teachings, they have been taught how to care for these teachings and when it is and is not appropriate to share this knowledge with others.

The position of Elder in Residence / Knowledge Keeper functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Works with the Obstetrics team to develop culturally-based and appropriate practices rooted in traditional Indigenous knowledge and teachings on the birthing experience for Indigenous mothers going through their pregnancy journey.
- Connects with Indigenous communities and health teams to develop early pre- and post-natal relationships with pregnant mothers and their families.
- Provides a proactive, holistic approach and an Indigenous perspective for patients, clients, and their families as they work with their healthcare team regarding decisions about their health and wellness care plan.

- Shares teachings with patient, clients and their families about traditional knowledge in relation to health, wellness, and the birthing process. Nurture understanding of Indigenous patients' and families' needs with care teams.
- Works with various members of the healthcare team including the Indigenous Health team and Indigenous Social Workers to support patient, clients and their families in discharge and post-natal planning.
- Provides access and/or facilitates ceremony and traditional wellness practices.
- Meets with patients, clients and families in areas such as gathering spaces, client hospital rooms, and/or public spaces in IERHA facilities.
- Supports the staff to provide cultural perspective and grounding.
- Supports discussions between Indigenous patients, clients and their families and the healthcare team. Help guide and advise care teams on culturally safe care.
- Supports relationships between First Nations and other Indigenous peoples, First Nations organizations and IERHA Employees.
- Supports Cultural Safety program development through methods such as contributing to development and training curriculum and delivering course content.
- Attends a variety of meetings including Cultural Safety/Training meetings.
- Assist patients with connections to appropriate cultural resources and coordinate referrals to community organizations.
- Maintains confidentiality of patients and staff to ensure that individual rights are protected in accordance with FIPPA and PHIA Legislation.
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Training as a doula, midwife, or other related health profession is an asset
- Cultural training in traditional Indigenous medicines

REQUIRED KNOWLEDGE:

- Knowledge of traditional Indigenous women's health and birthing teachings.
- Understanding and knowledge of Indigenous health issues and protocols including the physical, mental, emotional and spiritual needs of the client and community.
- Broad knowledge of Indigenous and non-Indigenous services and community resources available in the regions for Indigenous children and families.
- Must be of Indigenous ancestry.
- Recognition and/or accepted by the community for their wisdom, knowledge of Indigenous traditions, community life and values and is dedicated to sharing their knowledge and life experience. Ability to speak an Indigenous language traditionally spoken in Manitoba is an asset.

- Working knowledge of Windows based programs (Microsoft Word, Excel, outlook) and Internet.

EXPERIENCE REQUIRED:

- Experience working with and providing support to new mothers and newborns.
- Demonstrated significant wisdom and knowledge in areas of traditional health and wellness as recognized by their Nation and/or Family.
- Demonstrated ability to deliver culturally sensitive services to Indigenous populations.
- Demonstrated capacity to share wisdom and knowledge with patients, clients, families and employees of the IERHA.
- Demonstrated knowledge and ability to promote appropriate protocol and ceremony.
- Respects and promotes a culturally diverse population.
- Ability to work effectively independently and in a multi-disciplinary team.
- Must have the ability to communicate effectively both verbally and in writing with professional and non-professional staff, patients and their families.

SKILLS/COMPETENCIES:

- Valid Manitoba driver's license.
 - Mental and physical ability to meet the demands of the position.
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - May be required to travel throughout the region as duties may require.
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as

described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.

- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: August 2024
Date

Revised: _____
Date




August 21/2024

Approved by: _____
Regional Manager/ Supervisor

Date

Approved by: _____
Executive Lead/ CEO

Date

Reviewed by:  _____
Executive Lead, Human Resources

September 9, 2024

Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well-constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.