



REGISTERED NURES JOB DESCRIPTIONS

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IDENTIFICATION

Department		Position Title	
Northwest Territories Health and Social Services Authority		Registered Nurse, Operating Room/Post Anesthesia Recovery Room	
Position Number	Community	Division/Region	
48-4161	Yellowknife	Patient Care Services / Stanton Territorial Hospital	

PURPOSE OF THE POSITION

The Registered Nurse, Operating Room/Post Anesthesia Recovery Room, provides nursing care to patients undergoing minor or major surgical procedures within established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho-social, spiritual, and educational needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital is located in Yellowknife, NWT. Stanton is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of

Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife, and reporting directly to the Manager, Operating Room and Day Procedures (Manager), the Registered Nurse, Operating Room/Post Anesthesia Recovery Room, (RN) is one of several RNs providing culturally sensitive nursing care and assisting and supporting physicians during surgical procedures in the Operating Theatres. The Operating Room performs approximately 2700 surgical cases annually. The RN works Monday to Friday and will be on call on a rotating basis (2 RN's at a time) to assist with emergency surgical procedures. The RN provides Perioperative care to the patient through the Perioperative period. The position encompasses the roles of circulating nurse, scrub nurse, and post anesthesia recovery room nurse.

Circulating

Two RNs function in the role of circulating nurse during most surgical procedures within Stanton. One circulating RN prepares the OR for surgical procedures (i.e. ensures that sterile equipment and machines required for individual procedures are present and operational, ensures appropriate equipment bundles are available for the Scrub Nurse, etc.). In this role the RN supports the surgical procedure by charting, ensuring additional equipment is provided with minimal delay, assisting in the maintenance of the sterile field and monitoring and evaluating physical status of the patient throughout the perioperative period.

The other circulating RN receives the patients from either Surgical Daycare, Surgery, or other units in Stanton and verifies that the patient is aware of the pending procedure, ensures that the patient consent has been signed, ensures that all lab and test results are on the chart, assesses the physical status of the patient and ensures that the appropriate area has been targeted for surgery. The circulating nurse brings the patient into the theatre and assists the Anesthetist in preparing the patient for surgery, including, but not limited to, starting IV, setting up monitors, and assisting with induction. During the surgery, the circulating nurse supports and assists the Anesthetist in monitoring and caring for the patient.

Scrub

The RN scrubs in and assists the surgeon with the actual procedure. The scrub RN is responsible for ensuring that the proper surgical instruments are present for the different types of surgeries and that all equipment is accounted for prior to and upon completion of all surgeries. The scrub RN is directly involved in the procedure and acts as an extension of the surgeon where they must respond appropriately to complications and unexpected events during the surgical procedure. This involves, but is not limited to, setting up the table, patient draping, specimen care and preparing drugs intraoperatively.

PARR

Once a patient is stable they will be moved into the PARR. The RN receives the patient and monitors their status until it is deemed appropriate for release to Surgical Daycare, Surgery or other department based on established discharge criteria. Recovery Room time can range

anywhere from 15 minutes to several hours depending on patient's condition. The PARR RN performs daily checks on OR/PARR specific equipment and machines.

During surgical procedures, all RN's in the OR theatre must continually monitor patient status to ensure continued health and well-being. This includes anticipating the needs of the patient, anesthetist and the surgeon in order to support the successful completion of surgical procedures.

The RN acts as a patient advocate and facilitates communication between the patient, the surgical team and Stanton. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient. The job holder will be required to remain calm, controlled and professional regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team

The RN, OR/PARR is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

RESPONSIBILITIES

1. Provides patient and family centered, direct nursing care to patients in accordance with Operating Room Nurses Association of Canada (ORNAC) standards, guidelines and the scope of professional nursing practice to facilitate individualized nursing care to patients in the operating and post-anesthetic recovery rooms (OR/PARR).

- Implements principles of patient and family centered care, in the provision of nursing care to clients.
- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assists surgeons during surgical procedures to ensure that patients achieve their optimum level of health and well-being.
- Advocates the dignity and self-respect of patients,
- Promotes the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Safeguards the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Performs required nursing interventions to address physical conditions.
- Performs safe medication administration by a variety of methods (e.g., oral, parenteral).

- Provides clarification, education and support regarding surgical procedures and treatment to patients and family members.
 - Determines risk, complexity of care requirements and urgency of needs.
 - Implements a plan of care to mitigate risk to the patient.
 - Assists the surgeon in the completion of the operation.
 - Ensures the proper management of instruments, in accordance with occupational health and safety, and infection, prevention and control requirements.
 - Ensures the appropriate labs and test results are on the chart, available to be reviewed.
 - Assists the Anesthetist in preparing the patient for surgery and in monitoring the patient's vital signs throughout the surgery.
 - Sets up the surgical table, instruments, draping for the patient during surgery, and the management and safe handling, transport, processing of specimens.
- 2. Assumes accountability for the standard of care delivered toward determining and achieving patient care goals.**
- Initiates dialogue to promote change and ultimate outcome goal attainment.
 - Identifies barriers to care and makes suggestions to change or improve therapeutic resources needed by the patient for positive outcomes.
 - Provides leadership to other staff and members of the health care team to ensure patient centered care of all patients on the Unit.
- 3. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**
- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
 - Collaborates with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,
 - Provides orientation of new employees to unit specific programs and mandate.
 - Participates in committees, surgical services teams (i.e. including but not limited to ENT, general surgery, orthopedics, gynecology, etc.), and research projects as related to the Operating Room/Recovery Room.

WORKING CONDITIONS

Physical Demands

Between 50% and 75% of the RN day will be spent in a standing position during surgical procedures (no opportunity to leave the surgery until complete) with lifting, moving and supporting unconscious and semi-conscious patients who require total care (i.e. in surgery) as well as heavy equipment. Lifting and physical support of patients within the OR may be done on an individual basis or as a group. In addition, the RN will be required to bend and stand in awkward position while performing patient assessment or care.

Due to the nature of the work, which is unpredictable and fluctuating, the incumbent is often unable to eat meals or access washroom facilities at regular intervals.

Patients awakening from the effects of anesthetic may need to be physically restrained as many (25% - 50%) these patients are disoriented and can be physically aggressive towards staff.

Environmental Conditions

During their shift (100% of time) the incumbent will be exposed to communicable diseases, splashing blood, body fluids or other hazardous materials (sharps, bone cement, anesthetic gases, toxic cleaning and sterilizing solutions) during surgical procedures. Within the OR there is a significant amount of "white noise" which may hinder the RN - OR/PARR's ability to monitor life support systems, which requires a high level of focused concentration in order to avoid missing any critical information.

Sensory Demands

Patients undergoing surgery are anesthetized and unable to communicate with the Surgeon or nurses and will be connected to several monitors and life support systems that require constant monitoring. As a result, the RN must constantly use the combined senses of sight, touch, hearing and smell to monitor patient health and well-being. The incumbent must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.

Mental Demands

The RN is exposed to emotionally upsetting experiences, and works in an atmosphere of change, critical patient flow and moment-to- moment readiness for emergencies. The incumbent must be prepared for all procedures and unanticipated aspects of the surgical and anesthetic procedure.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions. As well, when on standby, the RN will often be called in to assist on surgical procedures, which has substantial impact on family and social life.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the surgical patients' physical, emotional and psychosocial needs are met.
- Ability to provide training, advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to minimally invasive surgical equipment, electrical surgical units, crash carts, etc.).
- Knowledge of biological, physical and behavioural sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Ability to operate and/or use standard medical equipment (such as but not limited to -

ECG, peripheral IV pumps and lines, stretchers, pressure stockings, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, pulse oximeter, etc.)

Typically, the above qualifications would be attained by:

A Bachelor's Degree in Nursing and a minimum of one (1) year of recent clinical experience, preferably in an OR/PARR unit.

Equivalencies may be considered on a case by case basis.

ADDITIONAL REQUIREMENTS

Registration under RNANT/NU prior to commencement of employment.

Proof of immunization in keeping with current public health practices is required.

Applicable Canadian Nursing Association or perioperative certifications would be an asset.

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

Position Security

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Surgical Day Procedures	
Position Number	Community	Division/Region
48-15436	Yellowknife	Patient Care Services / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Registered Nurse, Surgical Day Procedures, provides specialized nursing care to patients of the Surgical Day Procedures Unit in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority to ensure that the patients' physical, emotional, psycho-social, spiritual and educational needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄chq regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̄chq Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital is located in Yellowknife, NWT and is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of

Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife, the Registered Nurse, Surgical Day Procedures (RN, SDP) reports to the Manager, Operating Room and Day Procedures (Manager) and provides, along with the Clinical Coordinator (CC), and Unit Clerk (UC) safe, competent, and culturally sensitive care to patients and families within the unit, which is open Monday-Friday from 6:30 to 18:00 hours. Staff may be requested to work overtime in order to perform urgent or emergent endoscopies added to the slate.

The RN, SDP is a member of a patient care team that provides direct pre-operative assessment, post-operative care, and patient teaching for discharge, to adult and pediatric outpatients (excluding obstetrics) who are scheduled for surgical and endoscopic procedures not requiring admission. The SDP patients' medical outcomes are somewhat predictable but may be of an unstable nature and normally require nursing assessment and observation over the duration of their stay. The RN, SDP may be responsible for multiple patients at any one time, and will need to independently make decisions regarding individual nursing care plans or interventions based on delegated medical orders.

The RN, SDP will be required to provide pre and post-operative care to patients on a rotational basis and this may include:

- Assessing for anesthesia risk for preoperative patients and notify applicable physician
- Clinical decision making and assessment regarding preoperative bloodwork
- Pre and postoperative teaching for surgical and endoscopic cases
- Wound care, catheterization and other nursing procedures as required

This position requires the incumbent to act as a patient advocate and facilitate communication between the patient, family, the physician, specialists, and other health care professionals within and beyond Stanton. Patients, family members and other caregivers (i.e. Community Health Nurses, physicians, etc.) of patients will often contact the Surgical Day Procedures Unit (SDPU) staff for advice or direction prior, during and/or after the procedure, test or treatment. This constant and continuing communication and support results in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the short and long term needs of the patient.

To avoid potentially serious complications during patients' medical/surgical procedures, tests, or treatments, the RN, SDP assesses the patient pre-treatment and advises the physician if there are any medical concerns/conditions (i.e. patient is not appropriately prepared, anesthesia risks, irregular blood work, etc.), which may result in an increased risk for the patients, or rescheduling or cancellation of the procedure.

Within the health profession there is significant lack of control over the work pace, with frequent interruptions. The incumbent works in an atmosphere of change, critical patient flow, and moment-to-moment must be prepared for all procedures and the anticipated and unanticipated aspects of the procedures. The incumbent is expected to remain calm,

controlled and professional in all situations, and to demonstrate compassionate care to the client, family and other members of the health care team.

Based on patient census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RN's practice.

The RN, SDP is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

RESPONSIBILITIES

1. As part of a multidisciplinary health team, the RN, SDP provides patient and family centered, direct nursing care to outpatients requiring treatment and observation using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the SDPU.

- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assists the Specialist during procedures, tests or treatments to ensure the patients achieve their optimal health and well-being.
- Assists patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- Advocates the dignity and self-respect of patients.
- Promotes the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Safeguards the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

2. Facilitates, implements and modifies patient and family education/teaching based on the needs of the patient and family.

- Uses a holistic approach to facilitate individual learning for patients and their families upon admission, transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.)
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Researches, develops, revises and evaluates on an ongoing basis, best practice guidelines and educational resources necessary to support patients.
- Coordinates the admission, transfer and/or discharge of patients. This includes

explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients' care and treatment).

3. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provides support, coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Collaborates with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.
- Provides orientation of new employees.
- Participates in committees, task forces, and research projects as related to the Day Procedures Unit.

4. As Responsibility Nurse, the RN, SDP assumes responsibility for the actions of others that are directed toward determining and achieving patient care goals.

- Makes decisions necessary to promote change and ultimate outcome of goal attainment
- Communicates with other members of the health care team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care
- Takes a lead role in disaster responses within the SDPU.
- Manages and supervises the functions of others who provide direct care (Students,, Nursing Aide).
- Ensures adequate staffing levels during all shifts (i.e. calling in appropriate relief staff)
- In the absence of the Clinical Coordinator, the RN, SDP may be required to take charge or make decisions regarding the day-to-day operation of the unit (i.e. the addition of cases or management of equipment issues)
- Researches, develops, revises and evaluates on an ongoing basis, best practice guidelines related to new procedures, tests, and treatments.

WORKING CONDITIONS

Physical Demands

Between 50% to 80% of the incumbent's day will be spent standing and walking. In addition, the incumbent will be required to perform patient assessment or care while standing or bending often in an awkward position. Pushing will also be required, to move stretchers and bedside tables.

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting patients who are dependent on the nurses for support (i.e. turning, general mobility, etc.).

Lifting of and physical support of patients within the SDPU may be done on an individual basis or as a group.

Patients awakening from the effects of anesthetics may be disoriented and can be physically aggressive or their behaviour may be unpredictable (25-50%).

Environmental Conditions

During their shift (100% of time) an incumbent will have significant levels of exposure to communicable diseases through, blood, body fluids, and hazardous materials (sharps, toxic cleaning and sterilizing solutions).

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within the SDPU. Infection or complications may arise from the surgical/medical procedures, therefore, the incumbent must be constantly alert (100% of the shift) of patients' physical and emotional needs.

Mental Demands

The incumbent works in an atmosphere of continuous change, and must be prepared for anticipated and unanticipated aspects of that change.

The workload in the unit can be irregular. Procedures may vary from minutes to hours. There is no control over when the patients arrive for their procedure, or how they tolerate them.

Patients who attend SDPU for procedures may be very anxious or distressed regarding the procedure itself or potential diagnosis.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the patients' physical, emotional, psycho-social, spiritual, and educational needs are met.
- Knowledge of various methods of infection control and associated risks of cross contamination for patients, visitors and other staff members.
- Knowledge of biological, physical and behavioural sciences in order to recognize, interpret, and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, etc.) in order to ensure support of patients and their families.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.

- Ability to operate a desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Ability to operate and/or use standard medical equipment (such as but not limited to: CVC lines, PCA pumps, peripheral IV pumps and lines, stretchers, ECG, thermometers, sphygmomanometer, blood glucose monitors, sharps, etc.).

Typically, the above qualifications would be attained by:

A Bachelor's Degree in Nursing and a minimum of one (1) year of recent clinical experience, preferably in endoscopy.

Equivalencies may be considered on a case by case basis.

ADDITIONAL REQUIREMENTS

Registration under RNANT/NU prior to commencement of employment.

Proof of immunization in keeping with current public health practices is required.

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS), and others directly related to the incumbent's scope of practice.

Position Security

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Emergency	
Position Number	Community	Division/Region
48-15426	Yellowknife	Critical Care Services/Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Registered Nurse, Emergency Department (RN) is a professional caregiver who is responsible and accountable for providing quality patient care in accordance with the established standards of nursing practice of the Northwest Territories Health and Social Services Authority (NTHSSA), the Registered Nurse Association of the Northwest Territories and Nunavut (RNANTNU) to ensure that the patients' physical, emotional, psycho-social, educational and spiritual needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchʼo regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchʼo Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital (STH) is a 100 in-patient bed accredited facility located in Yellowknife, Northwest Territories (NWT). STH is a referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. STH provides healthcare services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located within STH and reporting directly to the Manager, Critical Care Services the RN works as per rotation including weekends, as well as all shifts- days, evenings and nights, and practices capably and competently within the Professional Standards of RNANTU. The RN is one of 23 Registered Nurses (RN) providing acute care to patients of the 15 bed Emergency Unit. During any and all shifts there are 4 RNs on duty with either a Licensed Practical Nurse (LPN) and/or an RN working a mid-shift (1115-2345). The RN collaborates with the LPN for the provision of patient care in the event of a demonstrated alteration in the LPN's patients' acuity.

The RN is a member of the interdisciplinary team who provides direct nursing care to patients ranging from pediatric to geriatric, non-urgent to critically ill or requiring resuscitation where the outcomes are often unpredictable and patients may be unstable. The incumbent has a sound knowledge of nursing process, theory, and responsibility. The RN demonstrates sound problem solving, communication, prioritizing, conflict resolution and decision making skills and excellent organizational skills.

The RN acts as a patient advocate and facilitates communication between the patient, family and interdisciplinary Team. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

The incumbent will also work in collaboration with the Med-Response team to facilitate timely, safe and optimal care to patients of the NWT. Med-Response is a virtual clinic consult and dispatch center responsible for all the triage and coordination of air ambulance transfer in the NWT.

During every shift one RN will be accountable as Team Leader (Responsibility Nurse) for the overall nursing care of all patients within the Emergency Department and will collaborate with the inter-professional team, including the Manager, Critical Care Services, to facilitate and ensure safe patient care by promoting an atmosphere conducive to effective interdisciplinary communication. RNs acting as the Team Leader will have at least two years recent emergency care experience with demonstrated competence in all aspects of emergency nursing and will have completed the Canadian Triage and Acuity Scale (CTAS) education including adult and pediatric triage. The Triage emergency criteria are followed and documented appropriately.

Based on patient census and acuity throughout STH the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

RESPONSIBILITIES

1. Provides direct nursing care to a wide variety of adult and/or pediatric patients requiring immediate medical treatment using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients.

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying,
- Advocate the dignity and self-respect of patients,
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services,
- Identify and prioritize the physical, psychological, social and spiritual needs of the patient
- Responsible and accountable for the patient outcomes
- Demonstrate critical thinking
- Document as per NTHSSA Standard Operating Procedures and nursing standards of practice
- Perform and document a secondary assessment on all patients, building from the patient's chief complaint
- Initiate admitted patient orders and consults
- Provide report to oncoming staff and multidisciplinary team
- Provide care in a compassionate and caring manner within a diverse cultural environment
- Provide a safe and secure environment for patients, their families and the multidisciplinary team
- Utilize Infection Prevention and Control (IPAC) measures
- Safeguard the trust of patients by adhering to the Health Information Act and the legal and ethical principles relevant to nursing practice
- Provide professional services to the public by applying and promoting principles of equality and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs
- Exhibit professional behavior and accountability and responsibility by acting in a manner consistent with the professional code of ethics, responsibilities and standards of practice.
- Demonstrate core values and behaviours consistent with the Government of the NWT Code of Conduct.

2. The RN, facilitates, implements and modifies patient and family education/teaching based on the needs of the patient in relation to patient illness or injury (i.e. self-care, health promotion, etc.).

- Use a holistic approach to facilitate individual learning for patients and their families upon transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.),

- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs by assessing, prioritizing, planning, implementing and evaluating patient care in compliance within their scope of practice.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients by keeping current and relative trends and professional/health care related issues
- Support a culture that encourages and fosters bi-directional learning and teaching from students, patients, families and the multidisciplinary team.
- Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Healthcare Team for the patients care and treatment).

3. As a Team Leader (Responsibility Nurse), assumes accountability for the standard of care delivered toward determining and achieving patient care goals.

- Makes decisions necessary to promote change and ultimate outcome of goal attainment through demonstrated knowledge of established policies and procedures
- Communicates with other members of the healthcare team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care,
- Triage or delegates the responsibility for triaging patients to the other RNs on duty,
- Initiates treatment, as per the Medical Directives, ensuring all inclusion/exclusion criteria are followed and documented appropriately. Maintains knowledge of Medical Directive results of waiting room patients.
- Directs and supervises the functions of others who provide direct care and support (LPNs, etc.),
- Reports to the Manager, Critical Care Services and/or the Patient Care Coordinator (PCC) when wait times exceed CTAS guidelines and/or changes in human resources needs. Initiates the surge protocol when criteria are met.
- Coordinates the activities of critical situations/incidents within the Emergency Department,
- Completes or delegates daily duties on day and night shifts
- Promotes an atmosphere conducive to effective interdisciplinary communication and positive leadership and effective team building
- Fosters a cooperative working relationship with other hospital departments and services
- Demonstrates critical thinking

4. Advocates for practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
- Collaborate with nursing colleagues and other members of the health care team to advocate healthcare environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,
- Orient new employees to the unit as well as Emergency Department specific programs

- Participate on committees, task forces, and research projects as related to the Emergency Department and those of other stakeholders.
- Incorporate current validated research and evidence-based practice into clinical practice.

WORKING CONDITIONS

Physical Demands

The incumbent will provide direct patient care and will be required to bend and stand in awkward positions while performing patient assessment or care and sitting at a desk.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood, body fluid and hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in significant health risks to the incumbent.

Sensory Demands

Patients within the Emergency Department are often connected to several monitors and may be connected to life support systems that require constant monitoring. The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within the Emergency Department and while auditing the delivery of nursing services. The Emergency Department consists of 15 stretchers and will often be quite noisy. The incumbent must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.

Mental Demands

The incumbent may be exposed to emotionally disturbing experiences and is expected to remain calm, controlled and professional regardless of the situation and demonstrate compassionate care to the client, family and other members of the healthcare team.

In addition, within the healthcare setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of personal injury and unknown and unpredictable situations.

The Emergency Department is often the most volatile nursing unit with the hospital with very abusive patients, people under the influence of alcohol and/or drugs and RCMP escorts. RNs, are often kicked, pushed, grabbed or verbally assaulted up to five reports a week with many additional incidents going unreported. There is a very real concern for safety and well-being which may cause extreme levels of stress on the incumbent both during and after working hours.

The incumbent is required to be motivated and innovated in the area of continuing education and practice to encourage professional growth of self and others.

KNOWLEDGE, SKILLS AND ABILITIES

- Advanced knowledge of and an ability to apply nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the all patients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- Flexibility and adaptability to a changing work environment
- Effective interpersonal, communication, and leadership skills
- Ability to be an effective listener
- Excellent communication, customer service and collaboration skills
- Commitment to patient care
- Ability to collaborate with other interdisciplinary health professionals to care for patients
- Ability to function within the limitations and standards as establishes by RNANTNU
- Demonstrated competency in arrhythmia interpretation required
- Willingness to participate in staff meetings and department specific projects
- Commitment to continuous professional development and continuing education requirements
- Ability to remain calm and function using a team approach to cope with stress and crisis situation.

Typically, the above qualifications would be attained by:

The successful completion of a recognized degree program in Nursing and one of two avenues of professional development:

- Minimum two years of concurrent professional practice in an active Emergency Department. Equivalent experience in an active Intensive Care Unit will be considered on a case by case basis.
- Minimum three years of concurrent professional practice on Medical or Surgical Nursing unit.

Completion of a certificate in Acute Critical Care Nursing will be considered as an advantage in both professional development pathways.

ADDITIONAL REQUIREMENTS

- Registration under RNANT/NU prior to commencement of employment.
- Critical Care Level One or equivalency required
- Advanced Cardiac Life Support (ACLS) is mandatory and need completion within one year of hiring
- Pediatrics Advanced Life Support (PALS) is mandatory and need completion within one year of hiring
- Trauma Core Nursing Course (TNCC) preferred or completed within two years of hiring
- Emergency Nursing Pediatric Course (ENPC) course preferred or completed within 2 years of hiring

- Completion of Canadian Nursing Association Emergency Nursing certification (ENCC) preferred
- Emergency, practice, intervention and care- Canada (EPICC) foundation is preferred or completed within 2 years of hiring
- Membership in National Emergency Nurses Association (NENA) preferred
- Endoscopy certification
- Applicable Canadian Nursing Association Certifications are desired.
- Proof of immunization in keeping with current public health practices is required.

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Indigenous Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

Position Security (check one)

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French Language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous Language: Select Language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Float Pool	
Position Number	Community	Division/Region
48-16320	Yellowknife	Patient Care Services / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Registered Nurse, Float Pool provides nursing care to a wide variety of adult and pediatric patients throughout the hospital in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho-social, educational and spiritual needs are met.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄ch̄o regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services (HSS) includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 HSS staff.

While the Tłı̄ch̄o Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital (Stanton) is located in Yellowknife, and is a referral center for approximately 40,000 regional residents of the Western Arctic and Nunavut (Kitikmeot Region). Stanton provides health care services to adults and children on an

inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife, the Registered Nurse (RN), Float Pool, reports directly to the Manager Staff Development and Scheduling, and is responsible for providing culturally sensitive care to a variety of nursing units within Stanton Territorial Hospital. Every RN, Float Pool within Stanton may be required to take on a Team Leader role or assume the accountability of a unit depending on staff make up and experience of the staff on duty.

During every shift, the RN, Float Pool will be a member of a nursing team that provides direct nursing care to a specific unit within the hospital. It is quite conceivable that the incumbent may start their shift in one unit, and then, based on a change in census and acuity, may need to be transferred or moved to a different unit to meet operational requirements. However, it is also possible that the RN, Float Pool may spend extended periods of time in one nursing unit to help balance off long-term absences (i.e. illness, holidays, maternity leave, etc.). While working within a nursing unit the job holder acts as a patient advocate and facilitates communication between the patient, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient. The Registered Nurse, Float Pool is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the client, family and other members of the health care team.

Based on patient census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

The RN Float Pool is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

RESPONSIBILITIES

1. Provide direct nursing care to a wide variety of adult and pediatric patients requiring continuous 24-hour medical and nursing treatment using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of within Stanton.

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Advocate the dignity and self-respect of patients.
- Safeguard the trust of patients that information learned in the context of a

professional relationship is shared outside the health care team only with the patient's permission or as legally required.

- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.

2. Facilitate, implement, and modify patient and family education / teaching based on the needs of the patient.

- Use a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.),
- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients.
- Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).

3. As a Team Leader (Responsibility Nurse), the Registered Nurse, Float Pool assumes accountability for the standard of care delivered toward determining and achieving patient care goals.

- Make decisions necessary to promote change and ultimate outcome of goal attainment.
- Communicate with other members of the health care team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.
- Take a lead role in disaster responses within the unit they are assigned to.
- Direct and supervise the functions of others who provide direct care and support (LPNs, Nursing Aide, etc.).
- Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).

4. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients, clients and others in the setting.
- Orientation of new employees to unit specific programs and mandate.
- Participate in committees/taskforces/research projects relating to the Float Pool.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting patients who require total care (i.e. turning, general mobility, etc.). Many patients within the hospital are unable to get up out of their bed so all needs must be supported by the Nurses. Lifting of and physical support of patients may be done on an individual basis or as a group. In addition, the incumbent will be required to bend and stand in awkward positions while performing patient assessment or care.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, and hazardous materials (sharps, toxic cleaning and sterilizing solutions).

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within all Nursing Units. Assessment and monitoring differs depending on the severity of the illness or condition and the age of the patient (pediatric to geriatric). This position will continually move from patient type to patient type and must constantly adjust in order to ensure that the patients' needs are being met.

Mental Demands

The incumbent may be exposed to death/dying and other emotionally upsetting experiences.

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions.

Due to the nature of the position there is a large amount of uncertainty in knowing what to expect while at work. A Registered Nurse, Float Pool may start their day in one unit and then based on census and patient needs they may be transferred to another unit with little to no warning. In addition, there is legitimate concern about being responsible for the lives of clients and their families, and risk of assault in unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that patients' physical, emotional, psycho-social, spiritual and educational needs are met.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.

- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, Medivac teams etc.) in order to ensure support of patients and their families.
- Knowledge of patient safety principles and practices in all day to day activities; ability to follow all safe work practices and procedures and immediately communicate any activity or action which may constitute a risk to patient safety.
- Knowledge and ability to uphold protection of privacy and confidentiality requirements.
- Listening, understanding and responding skills.
- Ability to be flexible and alter normal procedures or ways of working to fit a specific situation to get the job done and/or to meet NTHSSA goals.
- Ability to operate and/or use standard medical equipment (such as but not limited to, peripheral IV pumps and lines, thermometers, NG tubes, sphygmomanometer, stretchers, ECG, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)
- Ability to operate advanced unit specific medical equipment (i.e. ICU or Emergency).

Typically, the above qualifications would be attained by:

A Nursing Degree with a minimum of one (1) year of recent nursing experience in an acute care setting (i.e. ICU, Pediatrics, Obstetrics, Medicine, Surgery, OR/PARR, Extended Care, Psychiatry, Emergency).

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices is required.

Registration under RNANT/NU prior to commencement of employment.

Applicable Canadian Nursing Association certifications are desired.

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to:

- Aboriginal Cultural Awareness,
- Biohazardous Waste,
- Biosafety & Biosecurity,
- Infection Control,
- Workplace Hazardous Materials Information System (WHMIS);
- And others directly related to the incumbent's scope of practice.

Position Security

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Intensive Care	
Position Number	Community	Division/Region
48-15458	Yellowknife	Critical Care Services/Stanton Territorial Hospital

PURPOSE OF THE POSITION

Provides nursing care to critically ill patients of the Intensive Care Unit (ICU) in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho- social, educational and spiritual needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital (STH) is a 100 in-patient bed accredited facility located in Yellowknife, Northwest Territories (NWT). STH is a referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. STH provides healthcare services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located within STH and reporting directly to the Manager, Critical Care Services, the RN, is one of 15 RNs providing critical care to patients of the 4 bed Intensive Care Unit. During any and all shifts there are 3 Registered Nurses, ICU on duty.

The RN is a member of the nursing team who provides direct nursing care to critically ill patients who are experiencing surgical/medical disorders or disease states where the outcomes are unpredictable, and the patients are unstable. The RN acts as a patient advocate and facilitates communication between the patient, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

Patients within the ICU are usually adults who have alterations in cardiac, respiratory or gastrointestinal systems. For the most part patients within the ICU require continual monitoring (24 hours per day). The patients' medical outcomes are often unknown and somewhat unpredictable. The patients within the ICU are generally visited by their physician at least once per day. The RN may be responsible for up to two critical patients at any one time, using sound judgment to provide care through independent nursing interventions and delegated medical orders from the physician.

As the Northwest Territories Health and Social Services Authority is a referral center for the Western Arctic and Nunavut (Kitikmeot), there are times when the Registered Nurse, ICU is required to provide temporary interventions for medical/surgical emergencies outside standard practice in the organization while awaiting physician arrival. In addition, as a leader and resource to staff members, the incumbent is required to provide, facilitate and direct the implementation of specialized nursing functions and transfer of laboratory, medical and other functions/duties in the presence/absence of a physician (i.e. during code blue(s) the RN will guide/direct patient care based on established protocols such as Advanced Cardiac Life Support (ACLS)).

During every shift one RN will be accountable as Team Leader (Responsibility Nurse) for the overall nursing care of all patients within the ICU and will collaborate with the inter-professional team, including the Manager, Critical Care Services, to facilitate and ensure safe patient care by promoting an atmosphere conducive to effective interdisciplinary communication. Every RN may be required to act as the Team Leader depending on staff make up and experience of the staff on duty during a particular shift. RNs acting as the Team Leader will have at least two years recent ICU experience with demonstrated competence in all aspects of critical care nursing and will have completed their Advanced Cardiac Life Support (ACLS) certification.

Based on patient census and acuity throughout STH the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

RESPONSIBILITIES

1. The RN provides direct nursing care to critically ill patients requiring continuous 24-hour medical and nursing treatment using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the ICU.

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying,
- Advocate the dignity and self-respect of patients,
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services,
- Identify and prioritize the physical, psychological, social and spiritual needs of the patient Responsible and accountable for the patient outcomes
- Demonstrate critical thinking
- Document as per NTHSSA Standard Operating Procedures and nursing standards of practice
- Perform and document a secondary assessment on all patients, building from the patient's chief complaint
- Initiate admitted patient orders and consults
- Provide report to oncoming staff and multidisciplinary team
- Provide care in a compassionate and caring manner within a diverse cultural environment
- Provide a safe and secure environment for patients, their families and the multidisciplinary team
- Utilize Infection Prevention and Control (IPAC) measures
- Safeguard the trust of patients by adhering to the Health Information Act and the legal and ethical principles relevant to nursing practice
- Provide professional services to the public by applying and promoting principles of equality and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs
- Exhibit professional behavior and accountability and responsibility by acting in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Demonstrate core values and behaviours consistent with the Government of the NWT Code of Conduct.

2. The RN, facilitates, implements and modifies patient and family education/teaching based on the needs of the patient in relation to patient illness or injury (i.e. self-care, health promotion, etc.).

- Use a holistic approach to facilitate individual learning of patients and their families

- upon transfer or discharge.
 - Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
 - Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients.
 - Support a culture that encourages and fosters bi-directional learning and teaching from students, patients, families and the multidisciplinary team
 - Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or admission plan (established by the Healthcare Team for the patients care and treatment).
- 3. As a Team Leader (Responsibility Nurse), assumes accountability for the standard of care delivered toward determining and achieving patient care goals..**
- Makes decisions necessary to promote change and ultimate outcome of goal attainment through demonstrated knowledge of established policies and procedures
 - Communicate with other members of the healthcare team regarding the patient's healthcare to provide continuity of care and promote collaborative efforts directed toward quality patient care,
 - Take a lead role in disaster responses within the ICU,
 - Direct and supervise the functions of others who provide direct care and support. Complete or delegate daily duties on day and night shifts.
 - Promote an atmosphere conducive to effective interdisciplinary communication and positive leadership and effective team building.
 - Foster a cooperative working relationship with other hospital departments and services
 - Demonstrate critical thinking
 - Ensure adequate staffing levels during all shifts and identifies need for relief staff to the appropriate authority to initiate.
- 4. Participates in the activities of critical situations/incidents within Stanton. This includes providing critical care within different units of the hospital (i.e. emergency or other units).**
- Active member of the Medical Emergency Team (MET) in order to provide pre-emptive critical assessments, procedures and therapeutics to any patient who's health is deteriorating to potentially advance into cardiorespiratory failure if they did not receive these pre-emptive interventions.
 - Active member of the code blue team in order to provide critical life saving assessments, procedures and therapeutics to any patient who has advanced into cardiorespiratory failure.
- 5. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
 - Collaborate with nursing colleagues and other members of the health care team to

advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,

- Orientation of new employees to unit specific programs and mandate, and
- Participates in committees, task forces, and research projects as related to the ICU.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting patients who require total care (i.e. turning, general mobility, etc.). Patients within the ICU are unable to get up out of their bed so all needs must be supported by the RN.

Lifting of and physical support of patients within ICU may be done on an individual basis or as a group. In addition, the incumbent will be required to bend and stand in awkward position while performing patient assessment or care.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in moderate risk to the incumbents' health and well-being.

Sensory Demands

Patients within the ICU are connected to several monitors and life support systems that require constant monitoring. As a result, the RN must constantly use the combined senses of sight, touch, hearing and smell to monitor patient status that may cause significant levels of stress on the senses. The ICU consists of four beds in tight quarters and will often be quite noisy. The incumbent must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.

Mental Demands

Patients within the ICU are often very ill and may die at any time during the incumbent's shift. The incumbent may be exposed to death/dying and other emotionally disturbing experiences. The RN is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

The RN is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

As a result of the large number of potentially violent and dementia patients and the emotional

state of family members there is uncertainty in knowing what to expect while at work. As a result, there is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the critically ill patients' physical, emotional, psycho-social, spiritual and educational needs are met.
- Ability to provide training, advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to EKG, Ventilator, Emergency Drugs, Defibrillator, hemodynamic monitors, pacemakers, etc.).
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Advanced knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, medivac teams etc.) in order to ensure support of patients and their families.
- Ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Ability to operate and/or use standard medical equipment (such as but not limited to – Electrocardiogram (ECG), Central Venous Catheter (CVC) lines, Intravenous (IV) pumps and lines, stretcher, thermometers, Nasogastric (NG) tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)

Typically, the above qualifications would be attained by:

The successful completion of a Nursing Degree and the completion of a Certificate in Critical Care Nursing with one year recent ICU/Critical Care experience.

ADDITIONAL REQUIREMENTS

- Registration under RNANT/NU prior to commencement of employment.
- Applicable Canadian Nursing Association Certifications are desired.
- Proof of immunization in keeping with current public health practices is required.
- Basic Life Support certification
- Advanced Cardiac Life Support (ACLS) is mandatory and need completion within one year of hiring.
- Pediatric Advanced Cardiac Life Support (PALS) is preferred and should be completed within the first two years of hiring.

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Indigenous Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to

the incumbent's scope of practice.

Position Security (check one)

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French Language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous Language: Select Language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Medicine	
Position Number	Community	Division/Region
17-11197	Yellowknife	Medicine and Surgery / Stanton

PURPOSE OF THE POSITION

The Registered Nurse, Medicine, provides nursing care to patients of the Medicine unit in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority to ensure that the patients' physical, emotional, psycho-social, spiritual and educational needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchq regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchq Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

Stanton Territorial Hospital is an accredited facility, located in Yellowknife, Northwest Territories (NWT). Stanton is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. Stanton maintains a tobacco free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

Located within Stanton and reporting directly to the Manager, Surgery and Medicine, the Registered Nurse (RN), Medicine provides culturally sensitive care to residents of the Medicine unit consisting of two negative pressure rooms, up to four telemetry beds, one palliative care room and one safe room. Approximately 850 residents will visit this unit each year with an average length of stay of 7 days. During every shift one RN, Medicine will act as a Team Leader (Responsibility Nurse) and be accountable for the overall nursing care of all patients within the Unit.

The RN, Medicine is a member of the nursing team who provides direct nursing care to patients over the age of 16 years, whose conditions range from stable to seriously ill or whose outcomes may be unpredictable. The RN, Medicine acts as a patient advocate and facilitates communication between the patient, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

Patients within the Medicine Unit are usually adults experiencing respiratory disease, cardiovascular disease, Diabetic/Endocrine disorders, Stroke/Neurological disorders, Infectious disease, Behaviour management problems, acute alcohol or drug detoxification requiring medical supervision, palliative care and alternate level of care. Patients within this unit are not usually but may be surgical patients. For the most part patients within the Medicine Unit require continual 24-hour nursing care and are usually required to stay from a few days to several months depending upon the diagnosis and individualized treatment. On Medicine a patient's physician may visit at least once per day. At any time, the RN must independently assess, plan, implement and evaluate medical and nursing interventions, make day-to-day decisions regarding individual nursing care planning and use sound judgment and critical thinking skills when required to perform delegated medical functions.

The environment is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities. With high acuity and large case-loads, new medications and polypharmacy challenge the Medicine unit RNs to constantly update their pharmacological knowledge. In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions.

RN's on Medicine are required to meet the needs of various patients requiring Alternate level of Care (ALC). ALC patients are not grouped together and there is no special programming offered to them during their stay. RNs must be creative in ways to meet both the physical and psychosocial needs of these patients. As well, patients who are terminally ill and require a high level of nursing or medical care may be admitted to the Medical Unit for palliative care.

The RN, Medicine is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

Based on patient census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RN's practice.

RESPONSIBILITIES

- 1. The RN, Medicine provides direct nursing care to a wide variety of patients requiring 24-hour medical treatment using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the Medicine Unit.**
 - The RN will assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
 - Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying,
 - Advocate the dignity and self-respect of patients,
 - Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services,
 - Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required,
 - Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- 2. The RN, Medicine facilitates implements and modifies patients and family education/teaching based on the needs of the patient.**
 - Use a holistic approach to facilitate individual learning of patients and their families upon transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.),
 - Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs,
 - Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients, and
 - Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).
- 3. As a Team Leader (Responsibility Nurse), the RN Medicine assumes accountability for the standard of care delivered toward determining and achieving patient care goals.**

- Makes decisions necessary to promote change and ultimate outcome of goal attainment,
 - Communicate with other members of the health care team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care,
 - Take a lead role in disaster responses within the Medicine Unit,
 - Triage or delegate the responsibility for triaging patients to the other RNs or LPNs on duty,
 - Directs and supervise the functions of others who provide direct care and support (LPNs, Nursing Aide, etc.), and
 - Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).
 - Coordinates the activities of critical situations/incidents within the Medicine Unit.
- 4. Advocate practice environments that have the organizational and the resource allocations necessary for safe, competent and ethical nursing care.**
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
 - Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,
 - Orientation of new employees to unit specific programs and mandate, and
 - Participates in committees, task forces, and research projects as related to the Medicine Unit.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbents day will be spent lifting, moving and/or supporting patients who require total care (i.e., toileting, turning, general mobility, etc.). Lifting of and physical support of patients within Medicine Unit may be done on an individual basis or as a group. In addition, the incumbent will be required to bend and stand in awkward position while performing patient assessment or care.

In addition as a result of the high patient census and fast paced nature of the Medicine Unit the RN, Medicine will spend significant amounts of time walking or rushing from room to room in order to provide patient care.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, and hazardous materials (sharps, toxic cleaning and sterilizing solutions). The incumbent is also exposed to a noisy work environment, noisy equipment, life threatening viruses and bacteria on a daily basis.

The Medical Unit accepts patients with behaviour management problems stemming from organic brain syndromes, dementia, withdrawal from substances, and other types of

aggressive behaviour. Patients may wander and are often aggressive; in these instances a security guard stays with the patient at all times.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within the Medicine Unit. Proper assessment of patients is a critical function of the RN, Medicine requiring the incumbent to make assessments not only based on what they are being told by the patient but also based on what they see, hear or sense from the patient.

The Medicine unit nurses are also required to monitor various telephone lines on the unit when unit clerks are absent or unscheduled. The telephone lines are often quite busy (with as many as three lines ringing at the same time). In addition, Medicine unit nurses have to monitor various alarms from telemetry units, IV pumps, provide access and egress from both psychiatry and medicine during night shifts.

Mental Demands

Residents within the Medicine Unit are often very ill and require extended stays within the Unit in order to receive comprehensive care. Appropriate assessment of patients could easily be the difference between life and death. Appropriate dissemination of patient education material may be the difference between a short or prolonged stay and has a direct impact on readmission rates.

As a result of the large number of potentially violent and dementia patients within the Medicine Unit there is uncertainty in knowing what to expect while at work. The incumbent may be exposed to death/dying and other emotionally upsetting experiences.

The Medicine Unit is often one of the most volatile nursing units within the hospital with very abusive patients, patients under the effects of alcohol or drugs, or experiencing mental health crises. Guards and correctional officer's escorts are often required. RNs, Medicine may be kicked, pushed, grabbed or verbally assaulted by residents and or their families. There is a real concern for safety and well-being of the incumbent both during and after working hours.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of, and an ability to apply, standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the patients' physical, emotional, psychosocial, spiritual and educational needs are met.
- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, medivac teams etc.) in order to ensure support of patients and their families.

- Knowledge of patient safety principle and practices and ability to apply to all day to day activities. Follow all safe work practices and procedures and immediately communicate any activity or action which may constitute a risk to patient safety.
- Knowledge and application of confidentiality practices and safeguards.
- Ability to operate and/or use standard medical equipment (such as but not limited to - peripheral IV pumps and lines, stretchers, PCA pumps, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter).
- Ability to effectively operate non-medical equipment used during the care of patients within Surgery (these include but are not limited to lifts, wheel chairs, bathing equipment, etc.)
- Ability to analyze problems and sort in order of importance.
- Listening, understanding and responding skills.
- Client service orientation.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques
- Ability to participate willingly and support team decisions. This includes doing one's own share of the work and sharing all relevant and useful information.
- Ability to promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.

Typically, the above qualifications would be attained by:

A Nursing Degree and a minimum of one (1) year of recent experience in a medical / surgical environment.

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices is required.

Registered Nurses must be registered with the NWTRNA .

Canadian Nursing Association Certifications are desirable. ACLS Certification desirable.

Stanton Territorial Hospital Requirements

Within Stanton all RNs must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- Immunizations
- Non-Violent Crisis Intervention
- Blood Glucose Monitoring
- WHMIS
- Internet and e-mail applications
- Fire training
- Certification in basic CPR
- IV Therapy

In addition, the RN, Medicine must be able to acquire within a reasonable time frame and remain current with the following training or certification:

- Cardiac Rhythm Interpretation
- Care of Chest Tubes
- Advanced Suctioning
- Care and Removal of Central Venous Catheters
- TPN

Position Security

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - READING COMPREHENSION:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - WRITING SKILLS:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Obstetrics	
Position Number	Community	Division/Region
48-12828	Yellowknife	Patient Care Services / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Registered Nurse, Obstetrics, provides advanced nursing care to clients/patients of the Obstetrics Unit in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the clients' physical, emotional, psycho-social, educational and spiritual needs are met.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchʼo regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchʼo Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife, the Registered Nurse (RN), Obstetrics reports directly to the Manager, Maternal Child Services, and belongs to a team that provides care for low to high-risk clients of the Obstetrical Unit. The Obstetrical unit averages 600 births per year and on any given day there is an average of 5 clients in the unit. The RN, Obstetrics, must have completed specialized training in order to provide Labour and Delivery (L&D) support to mothers during the birthing process. The incumbent is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

The incumbent may work in any one of the following three areas during their shift:

1. Labour and Delivery (considered a critical care area)
2. Nursery (preterm and unwell newborn babies, also considered a critical care area)
3. Antenatal and postnatal combined care.

The incumbent provides direct nursing care to clients and acts as a client advocate, facilitating communication between the client, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the client.

Clients within the Obstetrics unit are both ante and post-partum moms and babes (34 weeks gestation or more). Clients are also admitted to this unit for a caesarean birth and post-surgical care. The client medical outcomes range from predictable to unpredictable. This position may be responsible for a number of clients at any given time, and independently makes day-to-day decisions regarding individual nursing care plans based on orders from the physician. The L&D Nurse performs Antenatal screening (Non Stress Test) on out-patients when required. Any client admitted to the Hospital for any reason who is above 20 weeks gestation may be admitted to Obstetrics so the incumbents provide their care as well.

In order to provide the safest care possible in accordance with the situation, there are times when the RN, Obstetrics is required to provide temporary interventions for obstetrical emergencies outside standard practice in the organization while awaiting physician arrival. This includes caring for newborns under 34 weeks gestation that require stabilization, are intubated and medicated prior to being transported to the south.

Based on client census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice. The RN, Obstetrics is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the client, family and other members of the health care team.

RESPONSIBILITIES

- 1. Provides direct, patient and family centered nursing care to obstetrical clients (and their newborn infants), using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized obstetrical nursing care.**
 - Implements principles of patient and family centered care, and “More OB” care in the

provision of nursing care to clients.

- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the client.
- Assists clients to achieve their optimum level of health in situations of normal health, including the birthing process, recovery, bonding between the parent(s) and their newborn infants, breastfeeding, dealing with illness, injury, grief/loss, etc
- Advocates for the dignity and self-respect of client.
- Promotes the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services,
- Safeguards the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required,
- Applies and promotes principles of equity and fairness to assist clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Performs required nursing interventions to address physical conditions.
- Performs safe medication administration by a variety of methods (e.g., oral, parenteral).
- Coordinates appropriate referrals and liaises to promote access to resources that can optimize health outcomes.
- Provides clarification, education and support regarding diagnosis and treatment recommendations to patients and family members.
- Liaises with other direct service providers to ensure accurate patient focused care.
- Contacts the Physician for physical or medical needs of the patient.
- Determines risk, complexity of care requirements and urgency of needs.
- Implements a plan of care to mitigate risk to the patient.
- Provides information about community resources, interim support, and crisis intervention to patient and referral sources.
- Encourages patients to be compliant with taking their medications.
- Coordinates care between all members of the multidisciplinary team (e.g. physicians, physician specialists, Occupational and Recreational Therapy, Outpatient Case Managers, NGO's, etc.).
- Develops, assesses and modifies individualized care plans for all inpatients, including those with complex needs and the service providers who support them.

2. Facilitates, implements and modifies client and family education/teaching based on the individualized needs of clients.

- Uses a holistic approach to facilitate individual learning of clients and their families upon admission and transfer or discharge in relation to client illness or injury (i.e. self- care, health promotion, etc.).
- Assesses the client for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support clients.
- Coordinates the admission and transfer or discharge of clients. This includes explaining

and ensuring that the client understands the admission or discharge plan (established by the Health Care Team for the clients care and treatment).

3. As a Team Leader (Responsibility Nurse), the Registered Nurse, Obstetrics assumes accountability for the standard of care delivered toward determining and achieving client care goals.

- Makes decisions necessary to promote change and ultimate outcome goal attainment.
- Analyzes barriers to care and intervenes to change or improve therapeutic resources needed by the patient for positive outcomes.
- Provides leadership to other staff and members of the health care team to ensure patient centered care of all patients on the Unit.
- Takes a lead role in disaster responses within the Unit.
- Triage or delegates tasks the other RNs on duty.
- Directs and supervises the functions of others who provide direct care and support (RNs, unit clerk, etc.).
- Ensures adequate staffing levels during all shifts through communication with the Patient Care Coordinator and Staffing Unit.
- Coordinates the activities of critical situations/incidents within the Unit.

4. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Collaborates with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of clients and others in the setting.
- Provides orientation of new employees to unit specific programs and mandate.
- Participates in committees, task forces, and research projects as related to the Obstetrics Unit.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting clients who require assistance, either during labour or in general activities. Incumbent may work in a limited and restrictive space around the clients/bedsides, and will be required to bend and stand in awkward positions while performing client assessment or care.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluids, human waste, and hazardous materials (sharps, toxic cleaning and sterilizing solutions).

Sensory Demands

Clients within the Obstetrics unit may be connected to monitors (i.e. mothers and unborn infants during labour) requiring constant attention. As a result, the RN, Obstetrics must constantly use the combined senses of sight, touch, hearing and smell to monitor client status.

Mental Demands

The incumbent may be exposed to death and other emotionally upsetting experiences and, as a result of the emotional state of family members, there is uncertainty in knowing what to expect while at work. There is also a concern about being responsible for the lives of clients and their families, unknown and unpredictable situations.

Within the health care setting there is significant lack of control over the work pace, with frequent interruptions.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the obstetrical clients' physical, emotional, psycho- social, spiritual and educational needs are met.
- Knowledge of biological, physical and behavioural sciences in order to recognize interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Ability to operate and/or use standard medical equipment (such as but not limited to - peripheral IV pumps and lines, stretchers, thermometers, blood pressure cuffs, sphygmomanometer, suction tubes, sharps, pulse oximeter, etc.)
- Ability to provide training, advice and assessment using specialized equipment, medications, tools and techniques (e.g. fetal monitors, isolettes, etc.).
- Ability to educate clients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, Medivac teams etc.) in order to ensure support of clients and their families.
- Ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.

Typically, the above qualifications would be attained by:

A Nursing Degree with at least one (1) year of experience in obstetrics or a nursing degree and eligible for enrolment in the Stanton Territorial Hospital Extended Mentorship Program in Obstetrics.

Equivalencies will be considered on a case by case basis.

ADDITIONAL REQUIREMENTS

- Registration under RNANT/NU prior to commencement of employment.
- Proof of immunization in keeping with current public health practices is required
- Pediatric Advanced Life Support (PALS) certification
- Acute Care of At-Risk Newborns (ACoRN) certification is desired
- Applicable certifications from the Canadian Nursing Association are desired

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

Position Security

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Psychiatry	
Position Number	Community	Division/Region
48-1300	Yellowknife	Mental Health Services / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Registered Nurse, Psychiatry (RN) provides direct care to acute psychiatric patients that experience psychosis or serious mental health issues that result in them being a significant risk of harm to themselves and/or others. This position ensures that the patients' safety, physical, emotional, psychosocial, spiritual and educational needs are met and coordinates the necessary resources and referrals to community and outpatient programs.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchʔ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchʔ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Stanton Territorial Hospital is an accredited facility, located in Yellowknife, Northwest Territories (NWT). Stanton is the referral center for approximately 43,000 NWT residents and

5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. Stanton maintains a tobacco free environment within the building and throughout the property, recognizing the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike.

Located in Yellowknife, the RN reports directly to the Manager, Mental Health Services, and is clinically supervised and supported by the Clinical Coordinator (CC).

The Psychiatry Unit is a 10 bed unit (plus one locked seclusion room) within Stanton that provides care to acute mental health patients on the only locked acute care psychiatric unit in the NWT and Nunavut. RNs on this unit are required to meet the needs of complex patients, which will include liaising between multiple departments and NGOs to ensure a patient centered transition to a new living situation.

Patients on the Psychiatric Unit are adults over the age of 18 who are typically diagnosed with a serious mental illness such as schizophrenia, bipolar disorder, major depression and may be considered a danger to themselves or others. These patients are often dealing with multiple complex social issues such as homelessness, trauma, poverty, corrections, addiction, FASD or may be cognitively delayed. These patients may be voluntary and/or involuntary (admitted against their will under the *Mental Health Act*). Patients on the Psychiatry Unit require specialized 24 hour supervision on a locked unit.

Patients within the Psychiatry Unit are often acutely psychiatrically unstable and require extended stays within the Unit in order to receive comprehensive care. Appropriate dissemination of patient education and understanding of their illness has a direct impact on readmission rates related to exacerbation of illness or medication non-adherence.

The environment is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities. With high acuity and large case-loads, new medications and poly-pharmacy challenges the Psychiatry Unit RNs constantly update their priorities and must be up to date in pharmacological advances.

Considering this high risk group of individuals, safety is especially important and must be considered at all times during the assessment, care and treatment of an acute mental health patient. The RN, Psychiatry must be skilled at de-escalation of potentially violent situations and regularly conduct crisis and risk assessments to ensure a safe environment for all patients, staff and visitors. They provide care to patients, 24/7, 365 days per year, and with significant independence in assessment and ongoing management, due to the fact that psychiatrists are only available during the day and for after-hours call coverage only 25% of the year. The RN, Psychiatry is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

RESPONSIBILITIES

1. Provides direct nursing care to patients using a problem solving approach to coordinate care for patients dealing with multiple complex needs across multiple Government of the Northwest Territories (GNWT) departments and Non-Government Organizations (NGO).

- Provides treatment, supports and direct nursing care to high risk patients who are dealing with multiple complex social issues (homelessness, trauma, poverty, mental health, addictions, FASD, cognitive delay, legal issues, etc.).
- Assists patients with mental health problems and/or psychiatric disorders to help them achieve their optimum level of health and wellness.
- Applies crisis intervention skills with patients experiencing acute emotional, physical, behavioural, and mental distress (e.g., loss, grief, victimization, and trauma).
- Recognizes and intervenes to stabilize patients experiencing medical emergencies (e.g., shock, hypoglycemia, management of neuroleptic malignant syndrome, cardiac events).
- Implements a variety of nursing interventions with the patient, according to the plan of care.
- Assesses the ethical and legal implications of the interventions before providing care.
- Performs required nursing interventions to address physical conditions, including, but not limited to, intravenous therapy and drainage tubes, skin and wound care, metabolic screening and management of withdrawal symptoms.
- Performs safe medication administration by a variety of methods (e.g., oral, parenteral).
- Provides complex nursing interventions (e.g., facilitating group process, conflict resolution, crisis interventions, individual, group and family counselling, assertiveness training, somatic therapies, pre- and post-ECT (electroconvulsive therapy) education for patients that are referred to ECT).
- Provides ongoing health education and teaching to promote health and quality of life, minimize the development of complications, and maintain and restore health (e.g., social skills training, anger management, relapse prevention, assertiveness training and communication techniques).
- Coordinates appropriate referrals and liaises to promote access to resources that can optimize health outcomes.
- Provides clarification, education and support regarding diagnosis and treatment recommendations to patients and family members.
- Liaises with other direct service providers to ensure accurate patient focused care.
- Contacts the Physician for physical or medical needs of the patient.
- Determines risk, complexity of care requirements and urgency of needs.
- Implements a plan of care to mitigate risk to the patient.
- Provides information about community resources, interim support, and crisis intervention to patient and referral sources.
- Encourages patients to be compliant with taking their medications.

- Coordinates care between all members of the multidisciplinary team (e.g. physicians, physician specialists, Occupational and Recreational Therapy, Outpatient Case Managers, NGO's, etc).
- Develops, assesses and modifies individualized care plans for all inpatients, including those with complex needs and the service providers who support them.
- Promotes autonomy of patients, advocating for the patients right to respect and dignity
- Acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Advocates for the patient to ensure that their human rights are being considered at all times.
- Advocates for the patient to ensure that they are appropriately discharged, in a timely manner, and appropriately connected to supports in their family and/or in the community.
- Collaborates with the Psychiatrist, Practitioners, and other stakeholders in the hospital and in the community to ensure appropriate care and support, case management, and discharge planning for the patient.
- Reports to the Manager administratively, and reports clinically to the Clinical Coordinator.

2. Conducts mental health and risk assessments on all assigned patients on the Psychiatry Unit ongoing, monitoring for changes in presentation and/or treatment effectiveness and reports these assessment findings to the Psychiatrist.

- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Conducts comprehensive assessments and risk assessments including but not limited to: comprehensive suicide risk assessments, aggression risk assessments, elopement (AWOL) risk assessments, substance and drug abuse screenings and comprehensive mental health assessments.
- Formulates a clinical judgment based on the assessment data (e.g., nursing diagnosis, psychiatric nursing diagnosis).
- Identifies psychiatric signs and symptoms that are commonly associated with psychiatric disorders, using current nomenclature (e.g., The Diagnostic and Statistical Manual of Mental Disorders V).
- Identifies medical/clinical indicators that may negatively impact the patient's well-being (e.g., pain, hyperglycemia, and hypertension).
- Incorporates data from other sources (e.g., laboratory tests, diagnostic imaging results, collateral information).
- Uses critical thinking and clinical judgment to determine the level of risk and to coordinate effective interventions for psychiatric and non-psychiatric emergencies.
- Intervenes to minimize agitation, de-escalate agitated behaviour and manage aggressive behaviour in the least restrictive manner.
- Intervenes to prevent self-harm or minimize injury related to self-harm.
- Conducts an ongoing suicide risk assessment and selects an intervention from a range of evidence-informed suicide prevention strategies (e.g., safety planning, crisis intervention, referral to alternative level of care).

3. Plans for, implements and modifies patient and family education/teaching based on the needs of the patient.

- Collaborates with the patient to develop a treatment plan to address identified problems, minimize the development of complications, and promote functions and quality of life.
- Discusses interventions with the patient to achieve patient-directed goals and outcomes (e.g., promote health, prevent disorder and injury, foster rehabilitation and provide palliation).
- Plans care using treatment modalities such as psychotherapy and psychopharmacology.
- Proposes a plan for self-care that promotes patient responsibility and independence to the maximum degree possible (e.g., relaxation techniques, stress management, coping skills, community resources, complementary and alternative therapies).
- Uses a holistic approach to facilitate individual learning for patients and their families during the entire length of stay on the Psychiatry Unit beginning on admission or transfer until discharge in relation to illness (i.e. diagnosis, medication, self-care, health promotion, etc.).
- Assesses the individual for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Works with patients to identify cultural, language and community supports.
- Understands and integrates knowledge of various departments and NGO's, including cultural and Aboriginal resources.
- Coordinates and facilitates therapeutic and psychoeducational groups for patients and their families.
- Researches, develops, revises and evaluates on an ongoing basis, best practice educational resources necessary to support patients and families.

4. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Identifies alternative approaches or actions to a problem and evaluate potential consequences within and outside the Psychiatry Unit.
- Collaborates with nursing colleagues and other members of the health team to advocate for a health care environment that is conducive to ethical practice and to the health and well-being of patients and families.
- Orientates new employees to specific specialty programs and mandate.
- Participates in committees, task forces, and research projects as directed by the Clinical Coordinator or Manager.
- Advocates for the dignity and self-respect of patients. Promotes the autonomy of patients and helps them to express their health needs and values to obtain appropriate information and services.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbents day will be spent bending over low patient beds without cranks, lifting, moving and/or supporting patients who require care (i.e. orientation to their room, toileting, general mobility, etc.). Lifting of and physical support of patients may be done on an individual basis or as a group. In addition, the incumbent will be required to bend and stand in awkward position while performing patient assessment or care.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, and hazardous materials (sharps, toxic cleaning and sterilizing solutions).

Sensory Demands

Patients within the Psychiatry Unit are acutely unwell and require extended stays within the unit. This means that the incumbent must be constantly alert (100% of the shift) of the patients' physical and emotional need in order to provide comprehensive care. Side effects of psychopharmacology can be extreme requiring the incumbent to be aware of each patient at all times. The incumbent is required to physically search each patient and their belongings upon arrival and returning to the unit from outside the Hospital exposing them to potentially dangerous sharp objects, illicit drugs or other dangerous items.

Mental Demands

The RN, Psychiatry will provide care to patients with multiple complex needs and may be exposed to violence, traumatic histories and other emotionally disturbing experiences. The incumbent may be required to manage multiple agitated or distressed patients at one time requiring them to multitask multiple complex events. It is common that patients on the Psychiatry Unit suffer from multiple complex issues (e.g. substance abuse disorders, FASD and cognitive delays) therefore the risk for unpredictable behaviors, violence and aggression on a regular basis is high. As a result of the large number of potentially violent patients and individuals with unhealthy coping skills are treated within the Psychiatry Unit, there is uncertainty in knowing what to expect while at work, as well as a real concern for safety and well-being.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of the health sciences, including anatomy, physiology, microbiology, nutrition, pathophysiology, psychopharmacology, pharmacology, epidemiology, genetics, and prenatal and genetic influences on development.

- Knowledge of social sciences and humanities, including psychology, sociology, human growth and development, communication, statistics, research methodology, philosophy, ethics, spiritual care, determinants of health and primary health care.
- Knowledge of nursing science: conceptual nursing models, nursing skills, procedures and interventions.
- Knowledge of current and emerging health issues (e.g., end-of-life care, substance use, vulnerable or marginalized populations).
- Knowledge of community, global and population health issues (e.g., immunization, disaster planning, pandemics).
- Knowledge of applicable informatics and emerging technologies.
- Evidence-informed knowledge of psychopathology across the lifespan.
- Knowledge of disorders of developmental health and mental health.
- Knowledge of resources and diagnostic tools (e.g., standardized assessment scales, The Diagnostic and Statistical Manual of Mental Disorders V).
- Knowledge of the disorders of addiction, as well as relevant resources and diagnostic tools (e.g., standardized screening tools, detoxification and withdrawal guidelines).
- Knowledge of therapeutic modalities (e.g., individual, family and group therapy and counselling, psychopharmacology, visualization, consumer-led initiatives).
- Knowledge of how complementary therapies can impact treatment (e.g., naturopathy, acupuncture).
- Knowledge of conceptual models of psychiatric care (e.g., Trauma-Informed Care, Recovery Model, Psychosocial Rehabilitation).
- Evidence-informed knowledge of the impact of social, cultural and family systems on health outcomes.
- Knowledge of interpersonal communication, therapeutic use of self and therapeutic relationships.
- Knowledge of the dynamic of interpersonal abuse (e.g., child, spousal or elder abuse).
- Ability to acquire knowledge of mental health legislation and other relevant legislation (e.g., privacy laws).
- Ability to perform an in-depth psychiatric evaluation (e.g., suicide, history of violence, trauma, stress, mental status, self-perception, adaptation and coping, substance use and abuse).
- Ability to collaborate with the client to identify health strengths and goals.
- Knowledge and ability to network resources within and outside NTHSSA-Stanton; Department of Justice, Community Health Centres, NGO's, Community Mental Health (and practitioners), RCMP, Air Ambulance Teams, Out of Province Specialized clinics.
- Ability to educate patients and their families on diagnosis, treatment, appropriate self-care methods and techniques.
- Ability to organize, meet deadlines, and prioritize work load.
- Ability to communicate orally and in writing to document in the patient medical record.

Typically, the above qualifications would be attained by:

A Nursing Degree or a Psychiatric Nursing degree. Recent experience in a Mental Health setting would be considered an asset.

Equivalencies will be considered on a case by case basis.

ADDITIONAL REQUIREMENTS

Registration under RNANT/NU or an applicable provincial body if a registered psychiatric nurse prior to commencement of employment.

Proof of immunization in keeping with current public health practices is required.

Applicable Canadian Nursing Association certifications are desired.

Stanton Territorial Hospital has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

Position Security

- ☐ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☒ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred



IDENTIFICATION

Department		Position Title	
Northwest Territories Health and Social Services Authority		Registered Nurse, Surgery	
Position Number	Community	Division/Region	
17-4139	Yellowknife	Medicine and Surgery / Stanton	

PURPOSE OF THE POSITION

The Registered Nurse, Surgery, provides nursing care to patients of the Surgery Unit in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho-social, spiritual and educational needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̄ch̄q regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̄ch̄q Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

Stanton Territorial Hospital (STH) is an accredited facility in Yellowknife, and is a referral centre for approximately 40,000 regional residents of the Western Arctic and Nunavut (Kitikmeot Region). Stanton provides health care services to adults and children on an inpatient, outpatient and outreach basis in order to restore health with dignity.

Located within Stanton and reporting directly to the Manager, Medicine and Surgery, the Registered Nurse, Surgery, is one of a small team of RN's providing culturally sensitive care to patients of the surgery unit. The Surgery nurse may be assigned surgical patients or a combination of surgical and medical patients. These patients can include psychiatry patients.

Two Surgical RNs are on duty for both the 12 hour day shift and 12 hour night shift. During every 12-hour shift, one RN is designated as the Charge Nurse and is accountable for the overall nursing care of the patients on the unit. In addition, during the weekday day shift, a Unit Clerk is part of the Surgery team. Every RN, Surgery, may be required to act as the Charge Nurse depending on staff make up and experience of the staff on duty during a particular shift.

The RN, Surgery, is a member of the nursing team who provides direct nursing care to stable and critically ill patients being diagnosed as surgical (i.e., abdominal pain) or stable and critically ill postoperative patients, as well as medical and psychiatric patients when they cannot be accommodated on the Medicine or Psychiatry units. The RN, Surgery, acts as a patient advocate and facilitates communication between the patient, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

Patients of the Surgery Unit are admitted to be diagnosed, or are postoperative. These patients' medical outcomes are somewhat unpredictable and can change rapidly, therefore require 24-hour professional nursing services. Depending on condition and diagnosis patients will stay in the Surgery Unit anywhere from 2 to 10 days. The incumbent must be knowledgeable in a variety of pre and post-surgical procedures and treatment regimens as well as being knowledgeable in aspects of medical and psychiatric nursing.

The RN, Surgery, independently makes day-to-day decisions regarding individual nursing care plans based on delegated medical orders. The incumbent may be responsible for up to 6 patients at any one time, using sound judgment to provide care through independent nursing interventions and delegated medical orders from the physician. The RN, Surgery, is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate care and compassion to the client, family and other members of the health care team.

Based on patient census and acuity throughout Stanton, the RN, Surgery, may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

The RN, Surgery, is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

RESPONSIBILITIES

1. Provides patient and family centered, direct nursing care to patients using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the Surgery Unit.

- Implements principles of patient and family centered care, in the provision of nursing care to clients.
- Assesses, plans, implements, documents and evaluates care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assists patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- Advocates the dignity and self-respect of patients.
- Promotes the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Safeguards the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
- Applies and promotes principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Acts in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Performs required nursing interventions to address physical conditions.
- Performs safe medication administration by a variety of methods (e.g., oral, parenteral).
- Coordinates appropriate referrals and liaises to promote access to resources that can optimize health outcomes.
- Provides clarification, education and support regarding diagnosis and treatment recommendations to patients and family members within their scope of practice.
- Liaises with other direct service providers to ensure patient and family centered care.
- Contacts the Physician for physical or medical needs of the patient.
- Determines risk, complexity of care requirements and urgency of needs.
- Implements a plan of care to mitigate risk to the patient.
- Provides information about community resources, interim support, and crisis intervention to patient and referral sources.
- Encourages patients to be compliant with taking their medications.
- Coordinates care between all members of the multidisciplinary team (e.g. physicians, physician specialists, Occupational and Recreational Therapy, Outpatient Case Managers, NGO's, etc).
- Develops, assesses and modifies individualized care plans for all inpatients, including those with complex needs and the service providers who support them.

2. Facilitates, implements and modifies patient and family education/teaching based on the individualized needs of the patient.

- Uses a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.).
- Assesses the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support patients.
- As part of the multidisciplinary team, the incumbent participates in the coordination of the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).

3. As a Charge Nurse the Registered Nurse - Surgery assumes accountability for the standard of care delivered toward determining and achieving patient care goals.

- Analyzes barriers to care and intervenes to change or improve therapeutic resources needed by the patient for positive outcomes.
- Provides Leadership to other staff and members of the health care team to ensure patient centered care of all patients on the Unit.
- Takes a lead role in disaster responses within the Unit.
- Triage or delegates tasks the other RNs or Unit-Clerk on duty.
- Directs and supervises the functions of others who provide direct care and support (RNs, security guard and Activity Aide, etc).
- Ensures adequate staffing levels during all shifts through communication with the Patient Care Coordinator and Staffing Unit
- Coordinates the activities of critical situations/incidents within the Unit.

4. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provides coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Collaborates with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.
- Provides orientation of new employees to the Surgery Unit.
- Participates in committees, task forces, and research projects relevant to the unit.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting patients who are dependent on the nurses for support (i.e. turning, general mobility, etc.). Lifting of and physical support of patients within Surgery may be done on an individual basis or as a group. In addition, the RN, Surgery will be required to bend and stand in awkward positions while performing patient assessment or care.

Environmental Conditions

During their shift (100% of time) the incumbent will have significant levels of exposure to communicable diseases, blood (i.e. patients have recently been operated on and are often bleeding or draining fluids which require continual cleaning and re-dressing) and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions). The incumbent is also exposed to a noisy work environment.

Sensory Demands

Many of the patients are prone to infection or complications arising from their surgery, and others may be connected to monitors (i.e. for post-operative monitoring). As a result, the RN, Surgery will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within the Surgery Unit.

Mental Demands

The incumbent may be exposed to death/dying and other emotionally upsetting experiences.

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions.

There is uncertainty in knowing what to expect while at work, and legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of, and an ability to apply, standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the patients' physical, emotional, psychosocial, spiritual and educational needs are met.
- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, medivac teams etc.) in order to ensure support of patients and their families.
- Knowledge of patient safety principle and practices and ability to apply to all day to day activities. Follow all safe work practices and procedures and immediately communicate any activity or action which may constitute a risk to patient safety.
- Knowledge and application of confidentiality practices and safeguards.
- Ability to operate and/or use standard medical equipment (such as but not limited to - peripheral IV pumps and lines, stretchers, PCA pumps, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter).
- Ability to effectively operate non-medical equipment used during the care of patients within Surgery (these include but are not limited to lifts, wheel chairs, bathing equipment, etc.)
- Ability to analyze problems and sort in order of importance.

- Listening, understanding and responding skills.
- Client service orientation.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques
- Ability to participate willingly and support team decisions. This includes doing one's own share of the work and sharing all relevant and useful information.
- Ability to promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.

Typically, the above qualifications would be attained by:

A Nursing Degree and a minimum of one (1) year of recent experience in a medical / surgical environment.

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices is required.

Stanton Territorial Hospital Requirements

Registered Nurses must be registered with the NWTRNA.

Within Stanton, all Registered Nurses must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Aboriginal Cultural Awareness Training
- Biohazardous Waste Training
- Biosafety and Biosecurity 1
- Blood Glucose Monitoring
- Cardiopulmonary Resuscitation
- Emergency Response
- Fire Extinguisher Training
- Fire Training
- Fit Testing
- Immunization
- Infection Control
- IV Therapy
- Medication Administration
- Non-Violent Crisis Intervention
- NISS charting
- Plum A In-service
- Privacy and Confidentiality
- Pyxis
- Social Media
- Workplace Bullying/Respectful Workplace

- Workplace Safety Awareness Training
- Workplace Hazardous Materials Information System (WHMIS)

In addition, the RN, Surgery must be able to acquire within a reasonable time frame and remain current with the following training or certification:

- Central Venous Catheterization (CVC)
- Epidural Analgesia Management
- Total Parental Nutrition (TPN)
- Thoracic Cavity Management

Position Security

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
 Level required for this Designated Position is:
 ORAL EXPRESSION AND COMPREHENSION
 Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 READING COMPREHENSION:
 Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 WRITING SKILLS:
 Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred