



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse – Emergency	
Position Number(s)	Community	Division/Region(s)
47-5715	Inuvik	Acute Care/Beaufort Delta

PURPOSE OF THE POSITION

Provides nursing care to adult and paediatric patients ranging from non-urgent to life threatening or resuscitation required 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 (HSS) in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. 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 Tłı̨chǫ Community Services Agency will operate under a separate board and Hay River HSS Agency will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire NWT. 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 HSS, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

The NTHSSA administers all regional HSS delivered through the Inuvik Regional Hospital (IRH), a 45 bed accredited hospital, 7 Community Health Centers; and 17 other sites including social services, public health clinics, dental therapy offices, elder's facilities and various group homes. NTHSSA provides the delivery of health care services to all members of the population on an inpatient, outpatient and outreach basis to enhance the wellbeing of healthy communities through excellence, accountability and respect for the cultural diversity within the region.

Located within the IRH and reporting directly to the Regional Manager, Acute Care; the Registered Nurse (RN) Emergency is 1 of 5 RNs providing Acute Care to the patients in the Emergency Department. There is 1 AN on each of the 12 hour shifts and from 0900 - 1700 week days there is an Licensed Practical Nurse (LPN)/Ward Clerk on duty. After office hours, the AN Emergency takes the lead role in ER and provides consultation back up for the Acute Care and Long Term Care teams, sets up medevac's to the outlying communities or southern hospitals and co-ordinates extra staffing and calling in other services such as Lab and Radiology.

The RN, Emergency is a member of the nursing 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 the patients may be unstable. The RN, Emergency 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. In addition, the RN, Emergency may assist the Physician with invasive procedures required to save a patient's life. There is always a physician on call for duty in the Emergency Unit but based on patient census may not always be immediately available.

Within the Emergency Unit patient census can change rapidly. As a result, nurses within the unit are often required to use independent nursing interventions and transferred medical functions / delegated medical orders to treat a patient before the physician is available. The proactive steps may include, but are not limited to ordering lab and x-rays immediately and/or starting IVs before receiving orders from a physician. Sometimes patient census can exceed capacity within the Emergency Unit requiring the RNs to come up with creative solutions.

The Emergency Unit is also responsible for monitoring an emergency phone. The hot-lines are administered by a RN and LPN within the Unit and involve providing advice and guidance to Ambulance Attendants, nursing stations in other communities as well as individuals seeking guidance. The phone lines are often quite busy.

Based on patient census and acuity throughout the IRH the incumbent may be required to provide standardized nursing care to the Acute Care or Long-term care wards 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.
 - Safeguard the trust of patients that information shared in the context of a professional relationship is shared outside the health care team only with the patients 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, and.
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- 2. The RN, Emergency facilitates implements and modifies patient and family education/teaching based on the needs of the patient.**
 - Use a holistic approach to facilitate individual 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.
 - 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, Emergency 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 patients' health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.
 - Triage or delegate the responsibility for triaging patients to the LPN on duty and any Acute Care RN called into ER to assist when needed.

- Direct and supervise the functions of others who provide direct care and support (LPNs, etc.).
 - Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff), on ER, Acute care and long Term Care Wards.
 - Coordinate the activities of critical situations/incidents within the Emergency Unit. This includes providing critical care within different units of the hospital as required.
- 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 and others in the setting.
 - Orientation of new employees to unit specific programs and mandate.
 - Participates in committees, task forces, and research projects as related to the Emergency Unit.
- 5. The Emergency Nurse operates a telephone crisis line designed to provide guidance and advice, health centers, and guidance to the general public (throughout the region) experiencing medical issues or crisis.**
- Respond and provide nursing advice and guidance (patients are usually encouraged to see a physician or come into Emergency).
 - Coordinate support from within the caller's community to address immediate crisis (i.e. RCMP, Health Centers, etc.).
 - Provide emergency consultation to Community Health Nurses throughout the NWT and Nunavut- Kitikmeot as required.
- 6. The Emergency Nurse provides administrative support to ensure efficient service and continuity of care.**
- Prepares in-patient charts for admission, discharge, transfer and return to medical records.
 - Checks day surgery clients' charts after discharge to ensure completion.
 - Ensures that all out of province/country/Workers' Compensation Board client's health care information is adequately established for medical billing purposes.
 - Assists in discharge of patients by faxing prescriptions and discharge summaries to health centers, booking travel arrangements and follow-up appointments for clients.
 - Delivers laboratory specimens and equipment to other departments as required.
 - Other duties as assigned by the Manager, Nursing Units
- 7. Continuously monitors medical-surgical supplies with the Acute Care Ward Clerk to ensure the level of stock supplies is appropriate to meet client needs.**
- Responsible for special order of medical-surgical supplies/equipment for the Emergency Department
 - Maintains a record of purchase orders received and pending.

- Monitors expired equipment/supplies and returns to supplier.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting patients. Lifting of and physical support of patients within Emergency 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, sometimes the high patient census and fast paced nature of the Emergency Unit the AN, Emergency will spend significant amounts of time walking or rushing from room to room in order to provide patient care which may cause substantial levels of fatigue and physical distress.

Environmental Conditions

During their shift (100% of time) an incumbent will have significant levels of exposure to communicable diseases, blood (i.e. patients who have recently experienced severe trauma 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) that can result in significant health risks to the incumbent.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going triage assessment and continuous observation of patients within the Emergency Unit. Triage patients is a critical function of the RN, Emergency 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. Appropriate assessment of patients could easily be the difference between life and death.

Mental Demands

The incumbent may be exposed to death/dying and other emotionally disturbing experiences. The RN, Emergency 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, Emergency 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 Emergency Unit is often the most volatile nursing unit with the hospital with very abusive patients, patients under the effects of alcohol or drugs, or experiencing mental health crises, and RCMP escorts. RNs, Emergency are sometimes kicked, pushed, grabbed or verbally assaulted. There is a very real concern for safety and wellbeing which may cause extreme levels of stress on the incumbent both during and after working hours.

KNOWLEDGE, SKILLS AND ABILITIES

- The RN, Emergency must have 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 dally living needs are met.
- As the IRH specialist in Emergency the RN, Emergency must be able to provide training, advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to EKG, Emergency Drugs, Defibrillator, temporary pacemakers, fluid warmer, "bair hugger", etc.).
- An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Advanced knowledge of advanced 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 the IRH (i.e. Social Services, Public Health, medevac teams etc.) in order to ensure support of patients and their families.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to- ECG, peripheral IV pumps and lines, stretchers, thermometers, NG tubes, viral signs monitors, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)

Typically, the above qualifications would be attained by.

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree and 1 year recent critical care experience in a fast paced work environment.

ADDITIONAL REQUIREMENTS

Within the NTHSSA Beaufort Region all Registered Nurses must be registered with the Registered Nurses Association of the Northwest Territories and Nunavut and must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- Non-Violent Crisis intervention, (RASP).
- Blood Glucose Monitoring
- WHMIS.

- Internet and e-mail applications.
- Fire training.
- Certification in basic CPR.

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

- Emergency drugs.
- IV Therapy.
- Immunizations.
- Electrical Defibrillation.
- Cardiac Monitoring.
- EKG interpretation.
- Hemodynamic Monitoring.
- Temporary pacemakers

Desirable training and/or certifications include.

- PALS.
- NAP.
- ACLS.
- Canadian Nursing Association Certifications.
- TNCC

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

Aboriginal language: To choose a language, click here.

- ☐ Required
- ☐ Preferred