



## IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Obstetrics Registered Nurse – Acute Care	
Position Number(s)	Community	Division/Region(s)
47-5686	Inuvik	Client Services-Nursing Units

## PURPOSE OF THE POSITION

Provides nursing care to obstetric patients as well as pediatric to geriatric patients of the Acute Care 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, psychosocial, spiritual, educational and daily living needs are met.

## SCOPE

The Authority administers health and social services to the approximately 7,500 residents of the Beaufort Delta region in the Northwest Territories. The Authority directly and contractually employs over 300 staff who delivers these services in 8 communities across the vast geographic area of the region. The Authority provides and supports the delivery of services to adults and children on an inpatient, outpatient and outreach basis through the Inuvik Regional Hospital (the Hospital), a 47 inpatient bed accredited facility; seven community health centers; and fourteen other sites, including social services and dental therapy offices, a public health clinic, and various group homes. The annual operating budget for the Authority is in excess of \$50 million.

The Northwest Territories Health and Social Services Authority (NTHSSA) administer all public health, home care and general physician services throughout the Beaufort-Delta Region. The NTHSSA provides and supports the delivery of community based health care services to adults and children in order to enhance the health and well being of communities through excellence, accountability and respect for regional diversity.

Located within the Inuvik Regional Hospital and reporting directly to the Manager, Nursing Units the Obstetric Registered Nurse (Obstetrics RN) on Acute Care is one of 15 RNs and 5 LPNs providing culturally sensitive care to patients of the 17-bed Acute Care unit 24 hours a day year round. During each shift there will be a minimum of 4 registered nurses, or a combination of RN's

and LPN's on duty 1 must be an Obstetrics RN. The Inuvik Regional Hospital provides birthing services and therefore must always have 1 obstetric trained registered nurse staffed every shift 24 hours a day year round to provide safe obstetrical services and to minimize any risks. In addition, Monday to Friday day shifts there is a Team Leader and Ward Clerk staffed who also functional team members. Every registered nurse on Acute Care may be required to act as the responsibility nurse (charge nurse) depending on staff make up and experience of the staff on duty during a particular shift.

The Obstetrics RN is one of 6 nurses providing care to low-risk and moderate risk clients on the Acute Care Unit. The obstetric sections of the unit consist of 2 birthing rooms. There are on average 130 deliveries per year. The Obstetrics RN will be assigned acute patients when there are no obstetric patients, they will also maintain equipment checks to the obstetric equipment every shift. Upon arrival of a laboring patient the Obstetrics RN then hands off any acute patients to then assume the laboring patient. Laboring patients who go to the operating room for a cesarean section will be accompanied by the Obstetrics RN to provide the infant neonatal resuscitation.

The Obstetrics RN, Acute Care is a member of the nursing team who determines patient status from pediatric to geriatric and responds to actual or potential health problems, plans and performs interventions and evaluates client outcomes with the intention of maintaining or regaining client health. Patients are admitted to the facility for a variety of reasons including experiencing medical disorders with predictable or non-predictable outcomes. The Obstetric Registered Nurse, Acute Care 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 Acute Care Unit can be admitted for a wide variety of reasons including admissions for medical, surgical, pediatric, obstetrical (including labour and delivery and newborn care), emergency, outpatients, special clinics, day surgery, recovery room, palliative care, interim ICU or psychiatric care. Some emergency patients are seen on an outpatient basis. Admitted patients require 24-hour nursing care and are usually required to stay from a few days to several weeks depending upon the diagnosis and individualized treatment. Patients are usually visited by their physician at least once per day or more as required.

Depending on acuity and census, the Obstetric Registered Nurse may be responsible for up to 12 patients at any one time, using sound judgment to provide care through independent nursing interventions and delegated medical orders from the physician. As a result of the medical nature of the patients and length of stay the Acute Care Unit is often full or near capacity and requires continual assessment, monitoring and treatment of patients

The L&D Registered Nurse may work in any of the follow obstetrical areas during their shift:

1. Labour and Delivery (considered a critical care area)
2. Antenatal, postnatal and with newborn
3. Care for all types of inpatients that are admitted to Acute Care Unit admitted.

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

Obstetrical clients within the unit are both ante and postpartum moms and babes. Clients are also admitted to this unit following a cesarean section requiring post surgical types of care. The client medical outcomes range from predictable to unpredictable. Client within the unit are visited a minimum of once per day or more frequently by their physician. The RN may be responsible for many patients at any given time, and independently makes day to day decisions regarding individual nursing plans based on delegated medical orders from the physician. The Obstetrics RN performs antenatal screening (Non Stress Test) on out patients when required.

As the Inuvik Region Hospital is a referral Center for the Beaufort Delta as well as two Sahtu Health and Social Services Authority communities, there are times when the OBS RN, and Acute Care Unit is required to provide temporary interventions for obstetrical emergencies outside standard practice in the organization while awaiting physician arrival. This includes receiving babies under 36 weeks gestation that require stabilization, are intubated and medicated prior to being medivaced to Stanton Territorial Health Authority Hospital or further to the south.

Based on client census and acuity throughout the IRH 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

## **REPORTING STRUCTURE**

1. Position Supervisor: Manager Nursing Units

This position reports to

2. Position Direct Reports:

This position direct reports as follows: NIA

## **RESPONSIBILITIES**

1. The Obstetric Registered Nurse, Acute Care provides independent nursing care to patients requiring 24 hours medical and obstetrical 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 Acute Care Unit

Main activities:

- a) The Registered Nurse will assess, plan implement document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.

- b) Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- c) Advocate the dignity and self-respect of patients.
- d) Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- e) Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health centre team only with the patient's permission or as legally required.
- f) 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
- g) Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

2. The Obstetric Registered Nurse, Acute Care facilitates implements and modifies patients and family education/teaching based on the needs of the patient.

Main activities:

- a) 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.).
- b) Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- c) Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients, and
- d) 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 responsibility Nurse, the Obstetric Registered Nurse, Acute Care assumes accountability for the standard of care delivered toward determining and achieving patient care goals.

Main activities:

- a) Makes decisions necessary to promote change and ultimate outcome of goal attainment,

- b) 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,
- c) Take a lead role in disaster responses within the Acute Care Unit, and
- d) Directs and supervise the functions of others who provide direct care and support (LPNs, Activity Aide, etc).
- e) Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).

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

Main activities:

- a) 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.
- b) 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.
- c) Orientate new employees to unit specific programs and mandate,
- d) Participate in committees, task forces, and research projects as related to the Acute Care Unit.

5. Work Place Health and Safety: Employees of the Authority are committed to creating and maintaining a safe and respectful workplace for employees and patients/clients. Building a safe and respectful workplace is everyone's responsibility.

Main activities:

- a) All employees and contractors have a professional and personal responsibility to perform their duties to health and safety regulations, standards, practices and procedures.
- b) All stakeholders (management, staff, Union of Northern Workers, and Workplace Safety and Compensation Commission) need to ensure our Workplace Health and Safety Committee works effectively, with a shared purpose of continuous quality improvement in health and safety.
- c) All Managers play an active role in workplace health and safety through their daily management: identifying prevention opportunities, ensuring staff are trained in Risk Monitor Pro, investigating potential risk and accidents, and applying timely corrective measures.

- d) A healthy workplace, where employees can prove quality service under safe conditions, is the right thing to do and makes good business sense.

## **WORKING CONDITIONS**

(Working Conditions identify the unusual and unavoidable, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)

### **Physical Demands**

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting obstetrics patients who require assistance either during labour and in general activities and patients who require assistance with general activities to total care (i.e. toileting, turning, general mobility, etc.). Lifting of and physical support of patients within the Acute Care Unit may be done on an individual basis or as a group. Incumbents will be requiring to work in a limited and restrictive space around the clients/bedsides. In addition, the incumbent will be required to bend and stand in awkward positions while performing patient assessment or care. Due to the nature of work, which is unpredictable and fluctuating, the Obstetrics RN is often unable to eat meals or access washrooms facilities at regular intervals.

### **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. The Incumbent is also exposed to noisy work environment, including angry, screaming clients (adults, babies), and noisy equipment.

### **Sensory Demands**

Acute Care clients and Obstetrics client's maybe connected to monitors (i.e. mothers and unborn babies during delivery) as well as psychiatric and pediatric patients requiring constant attention. As a result the Obstetrics RN must constantly use the combined senses of touch, sight, smell and hearing to monitor client status that will cause significant level of stress on the senses. The incumbent must also be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely client care.

### **Mental Demands**

Patients within the Acute Care Unit can be very ill and require extended admissions in order to provide comprehensive care.

The incumbent may be exposed to death/dying and other emotionally disturbing experiences where the incumbent 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.

As a result of the number of potentially violent and verbally abusive clients and the emotional state of family members on this unit 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 predictable situations.

### **KNOWLEDGE, SKILLS AND ABILITIES**

- a) The Obstetrics Registered Nurse, Acute Care have advanced obstetrical knowledge of an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the obstetrical patients' physical emotional, psychosocial, spiritual, educational needs are met.
- b) The Obstetrics Registered Nurse, Acute Care must also have knowledge of an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the adult/pediatric patients' physical, emotional, psychosocial, spiritual, educational and daily living needs are met.
- c) As all disease processes are admitted to the Acute Care Unit the Registered Nurse must be up to date with disease processes, treatment and assessment.
- d) An ability to educate patients and their families (where applicable) on appropriate self- care methods and techniques.
- e) 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.
- f) Knowledge of and an ability to network resources within and outside the IRH (i.e. Social Services, Public Health, medivac teams etc.) in order to ensure support of patients and their families.
- g) An ability to operate a desktop computer in order to send and receive electronic mail and conduct research over the internet.
- h) An ability to operate and/or use standard medical equipment (such as but not limited to ECG, peripheral IV pumps and lines, stretchers, thermometers, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc).

- i) An ability to operate and/or and provide advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to EKG, Emergency Drugs, Defibrillator, temporary pacemakers, fluid warmer, bear hugger, etc).
- j) An ability to effectively operate non-medical equipment used during the care of patients within the Acute Care Unit (these include but are not limited to lifts, wheel chairs, bathing equipment, 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 one year recent experience on an obstetrical unit, as well as experience in an acute care setting. The completion of a Perinatal Certificate is also an asset.

**NORTHWEST TERRITORIES HEALTH AND SOCIAL SERVICES AUTHORITY REQUIREMENTS**

Within the NTHSSA Registered Nurses must be registered with the RNANT/NU and have successfully completed a criminal record check.

Within the NTHSSA all Registered Nurses must be able to acquire within a reasonable time frame and remain current with the following training and/or certifications:

- a) Complete initial orientation
- b) Non-violent crisis intervention,
- c) Blood Glucose Monitoring.
- d) WHMIS,
- e) Back Care,
- f) N95 Fit testing
- g) Venipuncture,
- h) Immunizations Certificate,
- i) IV Therapy,
- j) Internet and e-mail applications,
- k) Fire training, and
- l) Certification in basic CPR,
- m) Risk Monitor Pro,
- n) Workplace Safety Awareness training

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

- a) Fetal Health Surveillance in Labour
- b) Neonatal Resuscitation Program {NRP}
- c) "Making a difference" Breastfeeding education Certificate.

Additional assets would include:

- d) Perinatal Certificate
- e) ECG
- f) ACLS
- g) TNCC
- h) PALS
- i) Canadian Nursing Association Certifications would be an asset.

**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)

- French required
- French preferred
- French not required