



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Charge Nurse – Operating Room / PARR	
Position Number(s)	Community	Division/Region(s)
47-5668	Inuvik	Nursing Units and Operating Room/Beaufort-Delta

PURPOSE OF THE POSITION

To supervise the safe, efficient operation of the Operating Room, Post Anesthesia Care Unit, and Sterile Processing Department. To ensure that the individual needs of the surgical patient are met throughout the perioperative experience, including preoperative assessment and teaching, intraoperative care and postoperative care in accordance with ORNAC Recommended Standards, Guidelines and Position Statements for Perioperative Registered Nursing Practice_ and in accordance with the philosophy and objectives of the Northwest Territories Health and Social Services Authority. To address the physiological, psychological, sociocultural and spiritual responses of the patient to the surgical event.

In addition, at the Inuvik Regional Hospital (IRH), the procedures of Endoscopy and Cardiac Stress Testing are carried out in the Operating Room area. The Operating Room (O.R.) Charge Nurse, Operating Room, is responsible for ensuring that all new staff (locum O.R. nurses) are trained in these procedures and in the safe and appropriate care of the equipment involved.

The Charge Nurse, Operating Room, sits on the infection Control Committee and is the designated the infection Control Nurse for the hospital, responsible for surveillance and reporting to the committee, of nosocomial infections.

SCOPE

The IRH is a 47 in-patient bed accredited facility in Inuvik, the referral center for regional residents of the Inuvik and Beaufort-Delta Regions (7 communities). The IRH provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to

enhance healthy communities through excellence, accountability, and respect for regional diversity.

Located within the IRH, and reporting directly to the Manager, Nursing Units, the O.R. Charge Nurse supervises two OR staff nurses, one SPD aide and is responsible for the booking and administration of the Operating Room. The incumbent may function in the role of the Circulating Nurse or Scrub Nurse during a surgical procedure with the provision that the Circulating Nurse must be a trained Perioperative Nurse. The position also encompasses the role of Recovery Room Nurse. There will be a minimum of two nurses' during each regular day shift Monday to Friday, 0730 to 1530 and on call after hours and on weekends for emergency surgical procedures.

Circulating Role.

The OR Charge Registered Nurse will

- Provide appropriate care during the admission, pre-induction, induction, intraoperative, and emergence periods, including identifying the patient and the surgical site. Ensure that all required documentation is on the chart. Ensure that the patient's transfer to the O.R. bed is smooth and safe; applying monitors; assist the Anesthetist with airway management, and initiate IV's and provide supportive care to the patient during induction, and emergence from anesthesia.
- Provide resources required for the health care team to function efficiently, including sterile instruments and supplies and equipment in safe working order.
- Provide physical comfort and safety measures specific to each surgical patient.
- Perform the count procedure with the scrub nurse concurrently, and accurately document.
- Assist in maintaining and monitoring the integrity of the sterile field.
- Provide continuous and vigilant observation_ of the surgical team and_ patient during the surgical phase to meet the health care team's and patient's needs.
- Act as the patient's advocate during the perioperative period.
- Respond appropriately to complications and unexpected events during the perioperative period.
- Document nursing, surgical and other health care team activities during the perioperative period.
- During surgical procedures the nurses' in the OR must continually monitor patient status to ensure continued health and well-being. This includes anticipating needs of the patient, Anesthetist and the Surgeon in order to support the successful completion of surgical procedures.
- The Charge Nurse -OR/PARR acts as a patient advocate and facilitates communication between the patient, the surgical team, other Departments within the IRH and the surgeon. 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 supervises sterilization of equipment and materials as necessary for the entire Hospital in an infection Control role.
- Based on census and acuity throughout the IRH the incumbent may be required to provide standardized nursing care to any/or all of the nursing units within the scope of a RN's practice. Also, the RN is required to provide nursing care in the- Acute Care. Unit in the event the OR is closed.

Scrub Role

The Charge OR/PARR Registered Nurse will

- Set priorities and expedites an efficient aseptic set-up for each surgical procedure.
- Assist the surgical team with actual procedure - may act as the surgical assistant as necessary.
- Perform the count procedure with the circulating perioperative Registered Nurse and accounts for all the items on the sterile field.
- Anticipate the needs of the surgeon for additional equipment/supplies and is knowledgeable about the techniques and procedural steps of the surgical procedure.
- Respond appropriately to complications and unexpected events during the surgical procedure.
- Monitor aseptic technique throughout the procedure.
- Demonstrate knowledge of instruments and equipment and their function.
- Teach and coach learners throughout the surgical procedure, i.e. medical students, residents.
- Handle specimens appropriately and ensures that they are passed to the Circulating Nurse safely and with the correct identification and description.

Recovery Room

The Perioperative Registered Nurse will

- Assist the surgical patient during the recovery period from the surgical trauma and the effects of anesthetic agents, with safety and comfort as the main goals.
- Ensure the patient is monitored and continuously observed in order to recognize, anticipate and prevent postoperative complications.
- Medications for the relief of pain and nausea may be administered as ordered by the Anesthetist.
- See the patient is assessed for airway, ventilation, cardiovascular status, level of consciousness, surgical site drainage, and patency of IV's, drainage tubes, etc. and is kept in the PARR until stable and comfortable.
- The PARR R.N. then transfers the patient to the ward and assists in the transfer of the patient to the ward bed and gives report to the receiving ward nurse.

RESPONSIBILITIES

- 1. The OR/PARR Charge Nurse provides direct nursing care to patients undergoing minor to major surgical procedures requiring surgical/medical treatment, using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice individualized nursing care to patients is facilitated when undergoing surgical procedures.**

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.
- Assist surgeons during surgical procedures to ensure that patients achieve their optimum level of health and well-being.

- 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.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Supervise and may assist in all SPD activities including routine autoclave testing, washing, wrapping and sterilizing of supplies and instruments to be used in the O.R. theatre and throughout the hospital.
- Ensure that supplies for safe, efficient nursing of the SPD are available as needed.

2. The Charge Nurse, Operating Room facilitates implements and modifies patient and family education/teaching based on the needs of the patient.

The OR/PARR Charge Nurse will

- Use a holistic approach to facilitate individual learning in relation to patient illness or injury (i.e. self-care, health promotion, etc.) of patients and their families upon admission and 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, and.
- Coordinate the pre-admission, admission, transfer or discharge and or admission 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. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

The Charge OR/PARR will

- 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.
- Orientate new employees to unit specific programs and mandate
- Participate in committees, surgical services teams (i.e. including but not limited to ENT, general surgery, orthopedics, gynecology, etc.) and research projects.
- Order equipment, stock an drugs as necessary.
- Organize OR slate and book procedures.
- Gather statistical information.

- Directly supervises nurses in the OR including performing scheduling duties, performance appraisals and authorizing timesheets.
 - Ensure adequate staff is available.
4. **Supervises the Sterile Processing Department and one half time CSR aide to ensure that equipment and supplies are processed according to established guidelines and that Steris, autoclaves, instrument washer/sterilizer are maintained in good condition.**
- The Charge OR/PARR RN will
- Test autoclave weekly, ensure fridges, oxygen tanks, soda lime, etc. are all operational and prepared for use as required.
 - Clean the OR Theater, instruments and equipment (including but not limited to plastics, linen, bedpans, urinals, scopes, etc.) used in the OR as well as equipment used by Public Health, and perform all sterilizing duties as required by the IRH.

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 50% and 75% of the incumbents 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 which may cause significant levels of physical stress on the incumbent. Lifting and physical support of patients within the OR 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. Due to the nature of the work, which is unpredictable and fluctuating, the Charge Nurse, Operating Room/PARR 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 combative and physically aggressive towards staff. Restraint of these patients can be very physical and draining for the incumbent.

Environmental Conditions

During their - shift (100% of time) an incumbent will be exposed to potential communicable diseases, splashing blood, body fluids or other hazardous materials (sharps, bone cement, anesthetic gases, toxic cleaning and sterilizing solutions) during surgical procedures that will result in significant risk to the incumbents' health and well-being.

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 Registered Nurses and LPNs, OR/PARR must constantly use the combined senses of sight, touch, hearing and smell to monitor patient health and well-being that may cause significant levels of stress on the senses. The incumbent must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.

Within the OR there is a significant amount of "white noise" which may hinder the incumbent's ability to monitor life support systems that requires a high level of focused concentration in order to avoid missing any critical information.

Mental Demands

The incumbent works in an atmosphere of change, critical patient flow and moment-to-moment readiness for emergencies. Must be prepared for all procedures and unanticipated aspects of the surgical and anesthetic procedure.

The incumbent is exposed, on a frequent basis, to emotionally disturbing experiences. The Charge Nurse, OR/PARR 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.

When on standby the Charge Nurse, OR/PARR will often be called in to assist on surgical procedures that can have substantial impact on family and social life.

KNOWLEDGE, SKILLS AND ABILITIES

The Charge Nurse, Operating Room must have.

- Advanced knowledge of and 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.
- As an IRH specialist in assisting with surgical procedures the Charge Nurse, OR must be able 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, autoclave, etc.)
- An 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.
- Computer skills in order to send and receive electronic mail and conduct research over internet.
- Knowledge of and ability to operate word processing applications (i.e. Microsoft Word) in the completion of report writing, etc.
- The incumbent must be aware of the importance of confidentiality and be able to keep personal and medical information private and confidential at all times.
- 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, vital signs machines, blood glucose monitors, pulse oximeter, etc.).

Typically, the above qualifications are attained by.

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree, the completion of an OR specific training program (3 to 6 months) and two years recent experience within a surgical setting as well as prior experience in a supervisory capacity in a health care setting.

ADDITIONAL REQUIREMENTS

Beaufort-Delta Regional Requirements

Within the Beaufort-Delta region, Registered Nurses must be registered with the NWTRNA and have successfully completed a criminal record check.

Within the Beaufort-Delta region, all Registered Nurses must be able to acquire within a reasonable time frame and remain current with the following training and/or certifications.

- Non-Violent Crisis intervention.
- Blood Glucose Monitoring.
- WHMIS.
- Back Care
- internet and e-mail applications.
- Disaster Plan Training.
- Fire training, and.
- Certification in basic CPR.

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

- IV Push/Emergency drugs.
- Epidurals for post-op pain management.
- Operation of Autoclaves, sterols', sterilizer/washer.
- Cardiac stress testing.

Assets for a Charge Nurse, OR/PARR include but are not limited to.

- ACLS.
- Post-basic perioperative training certificate.
- Electrical Defibrillation, and.
- ECG Monitoring.
- CVC.

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