



## IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Relief Registered Nurse - Pediatrics	
Position Number(s)	Community	Division/Region(s)
17-13004	Yellowknife	Surgical & Maternal Child Services/Stanton

## PURPOSE OF THE POSITION

Provides nursing care to patients of the Pediatrics unit in accordance with the 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 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.

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 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, Surgical & Maternal Child Services, the Registered Nurse (RN) - Pediatrics is one of nine RN's who provide safe, competent, culturally sensitive care to patients and families of the 10 bed Pediatric unit. The Pediatric nurse may be assigned pediatric patients or a combination of pediatric and adult patients. These patients can include youth psychiatry, medical, or surgical patients and adult medical or surgical patients.

Two Pediatric 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 Pediatrics team. Every RN - Pediatrics, 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 Relief Registered Nurse - Pediatrics is a member of the nursing team who provides direct nursing care to patients ranging from Pediatric to Geriatric, stable to critically ill, with the potential for resuscitation/intubation where the outcomes are somewhat unpredictable. Pediatric patients may be unstable, requiring specialized transport to a tertiary facility. A specialized transport team may take up to 12 hours to arrive and is required to transport unstable Pediatric patients. This waiting time requires the Relief Registered Nurse - Pediatrics, to deliver one-to-one care to the unstable, sick patient while the remainder of the team, who is usually the other RN on duty, delivers care to the other patients.

The Relief Registered Nurse - Pediatrics must be knowledgeable in each developmental stage and must have a keen awareness of non-verbal cues in order to promote and provide optimal nursing care.

The Relief Registered Nurse - Pediatrics, is responsible to act as an advocate to facilitate communication between the patient, family, and other health care providers. This will result in a holistic approach to planning, organizing, and teaching and develop a relationship that will best meet the needs of the patient.

The status of a pediatric patient is less predictable than an adult, and can change rapidly. As a result, the Relief Registered Nurse - Pediatrics, is often required to use independent nursing interventions and transferred medical functions to treat a patient before the physician is available. These steps may include but are not limited to administration of oxygen, administration of medications to prevent seizures, administration of medications to relieve

respiratory distress, starting IVs, stopping nasogastric or gastric feeds, prior to receiving an order from a physician.

## **RESPONSIBILITIES**

- 1. Provides patient and family centered direct nursing care to the pediatric population 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 Pediatric unit.**

### **Main Activities:**

- 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 and their families.
- Assists patients to achieve their optimal level of health in situations of normal health, illness, injury or through the dying process.
- 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.**

**Main Activities:**

- 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.
- Assesses the patient for physical or 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.
- Participates as part of the multidisciplinary team in the coordination of the admission, 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 Relief Registered Nurse - Pediatrics assumes accountability for the standard of care delivered towards determining and achieving patient care goals.**

**Main Activities:**

- 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, compassionate, ethical nursing care.**

**Main Activities:**

- Provides coaching and leadership to peers, students and other members of the health care team to develop the skill level 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 Pediatric Unit.
- Participates in committees, task forces, and research projects as related to the Pediatrics unit.

## **WORKING CONDITIONS**

### **Physical Demands**

Between 50%-75% of the incumbents day will be spent lifting, transferring, moving, and supporting pediatric/adult patients and equipment with the unit and elsewhere in the hospital. In addition, the incumbent will be required to bend and stand in awkward positions while performing patient care and assessments. Due to the nature of the work, which is fluctuating and unpredictable, the Relief RN - Pediatrics, is often unable to eat meals or take regularly scheduled washroom breaks. The Relief RN - Pediatrics, is required to care for palliative pediatric patients as well as acute adult medical patients who require total care, causing considerable fatigue and stress on the caregiver. Due to the fact that the pediatric unit cares for both the pediatric and adult population, there is a constant need to move beds and cribs to accommodate admission needs and emergencies. This causes constant physical demands and stress to the caregiver.

### **Environmental Conditions**

During their shift an incumbent will be exposed to communicable diseases, blood and bodily fluids, hazardous materials that can result in potential health risk to the incumbent. They are also exposed to a noisy work environment including angry or crying patients, and a noisy equipment. The RN - Pediatrics is constantly exposed to parents who are stressed due to the illness of the child and the possibility of their child being medivaced for more intensive care. Consequently the staff may be subjected to verbal or physical abuse. Since a pediatric patient requires an escort to Yellowknife, The RN - Pediatrics is often required to assume total care for the child when the escort leaves the unit.

### **Sensory Demands**

Patients on the Pediatric unit may be connected to monitors (cardio respiratory monitors, oxygen saturation monitors, etc.) requiring constant attention. The incumbent will be required to use their combined senses during on-going assessments and continuous observation of patients on the pediatric unit. This may cause significant stress on the senses. The pediatric unit will often be noisy, thus the incumbent must be able to recognize and address different warning and monitoring indicators to ensure safe, competent patient centered care. Unique to pediatrics, infants and small children are unable to request assistance when needed and may not understand the physical needs due to their developmental stage. The Relief RN - Pediatrics must be constantly alert of patient's physical and emotional needs. When caring for the pediatric psychiatric patient, which is a specialty of its own, the RN must be constantly aware of the patients' surroundings to ensure the patients

safety. The Relief RN may be required to physically search the patient for potentially dangerous objects.

### **Mental Demands**

The incumbent may be exposed to death/dying, children who have been sexually, mentally, physically abused, children who have burn injuries, young suicidal patients and other emotionally disturbing situations. The Relief RN - Pediatrics is expected to remain calm, controlled and professional regardless of the situation and demonstrate calm compassionate care to the patient, family and other members of the healthcare team.

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

- Ability to display self-control.
- 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 persist which may mean taking two or more steps to overcome obstacles or rejection.
- Ability to analyze problems and sort in order of importance.
- Demonstrated skills in listening, understanding and responding.
- Demonstrated client service orientation.
- Must have 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
- An 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
- 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.
- Demonstrates an understanding of patient safety principle and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.
- Ability to promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
- Demonstrated understanding of confidentiality requirements.
- An 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, etc.)
- An 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.)

**Typically, the above qualifications would be attained by:**

This level of knowledge, is commonly acquired through the successful completion of a Nursing Degree or a Diploma in Nursing with one year recent Pediatric experience.

**ADDITIONAL REQUIREMENTS**

**Stanton Territorial Hospital Requirements**

Within Stanton, all Registered Nurses MUST BE registered with the RNANT/NU and have successfully completed a criminal records check.

Within Stanton, all Registered Nurses are expected to acquire in a reasonable length of time and remain current in;

- Aboriginal Cultural Awareness Training
- Biohazardous Waste Training
- Biosafety & Biosecurity 1
- Blood Glucose Monitoring
- Cardiopulmonary Resuscitation
- Emergency Response
- Fire Extinguisher Training
- Fire Training
- Fit Testing
- Infection Control
- IV Therapy
- Medication Administration
- Non-Violent Crisis Intervention
- NISS charting
- Plum A Inservice
- Privacy and Confidentiality
- Pyxis
- Social Media
- Workplace Bullying/Respectful Workplace
- Workplace Safety Awareness Training
- Workplace Hazardous Materials Information System (WHMIS)

To function as a Relief Registered Nurse - Pediatrics with Stanton, the following certifications are also mandatory:

- Breastfeeding
- Central Venous Catheterization (CVC)
- Cardiac Rhythm Interpretation
- IV Therapy

- Pediatric Advanced life Support (PALS)
- Total Parental Nutrition (TPN)
- Thoracic Cavity Management

**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:** To choose a language, click [here](#).

- ☐ Required
- ☐ Preferred