



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Float	
Position Number	Community	Division/Region
48-14606	Inuvik	Nursing Units/Beaufort Delta

PURPOSE OF THE POSITION

Provides nursing care to patients of the Emergency Department, Acute Care, and Recovery Room in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA). This is to ensure patients' physical, emotional, psychosocial, spiritual, educational and daily living needs are met.

SCOPE

The Authority administers health and social services to the 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 Beaufort-Delta region and reporting directly to the Regional Manager, Acute Care, the Registered Nurse, Float Nurse provides culturally sensitive care to patients/residents of either the Emergency Department, Recovery Room and a 17 bed Acute Care unit patients can be admitted for a wide variety of reasons including admissions for medical, surgical, pediatric, obstetrical (including labor and delivery and newborn care), emergency, outpatients, day surgery, recovery room, interim ICU or psychiatric care.

The Registered Nurse, Float nurse 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, in the Emergency department 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 registered nurses to come up with creative solutions. Some emergency patients are seen on an outpatient basis.

The Emergency Unit is also responsible for monitoring an emergency phone. The hot-lines are administered by Registered Nurse 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.

Within the Acute Care the Float Nurse is one of 15 RNs providing culturally sensitive care to patients of the 17-bed Acute Care unit. The unit staffing compliment consists of a combination of RN's and LPN's on duty. Outside of regular business hours, one Registered Nurse, Acute Care will act as a Responsibility Nurse and be accountable for the overall nursing care of all in patients with the Hospital. In addition, during Monday to Friday day shifts a Ward Clerk. Every Registered Nurse, Acute Care may be required to act as the Responsibility Nurse depending on staff make up and experience of the staff on duty during a particular shift.

The Registered Nurse, Float Nurse while on Acute Care is a member of the nursing team who determines patient status (medical, surgical, pediatric, obstetrical (including labor and delivery, newborn care, psychiatric and geriatric patients) 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 Registered Nurse 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.

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.

Within the Operating room and Recovery Room the Float Nurse will:

1. Pre-operatively - In this role, the RN, the incumbent, will receive the patients and verify that the patient is aware of the pending procedure, ensure that patient consent has been signed, ensure that all lab and test results are on the chart, assess the physical status of the patient and ensure that the appropriate area has been targeted for surgery (i.e. left leg as opposed to right leg). The RN will ensure additional equipment is provided with minimal delay.
2. Post-operatively - Once a surgery is complete and the patient is stable, they will be moved into the Post Anesthetic Recovery Room (PARR). The RN will receive the patient and monitor their status until it is deemed appropriate for release to the Acute Care Unit based on established discharge criteria. Release from the Recovery Room can range anywhere from 15 minutes to several hours depending on patient condition. In addition, in the Recovery Room the incumbent ensures the proper operation of all OR/PARR specific equipment and machines.

The Registered Nurse, Float acts as a patient advocate and facilitates communication between the patient, the surgical team, other Departments within the Beaufort-Delta region 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 Registered Nurse, Float provides care during pre-admission, admission, post-operative (i.e. recovery) to the patient.

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: Regional Manager, Acute Care.

RESPONSIBILITIES

1. **The Registered Nurse, Float provides direct nursing care to a wide variety of adult and/or pediatric patients requiring immediate medical treatment care to patients requiring 24 hours medical and nursing treatment and care to patients requiring surgical/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.**
 - 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 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 center 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. Registered Nurse, Acute Care 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 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.
- 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. Registered Nurse, Float 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.
- Participate in committees, task forces, and research projects as related to the IRH.

WORKING CONDITIONS

Physical Demands

Between 50% and 75% of the incumbents' day will be spent 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 position while performing patient assessment or care.

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. 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 Nurse, Float 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.

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 to emotionally disturbing experiences. The RN, Float 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.

KNOWLEDGE, SKILLS AND ABILITIES

- The Registered Nurse, Float 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 all disease processes are admitted to the Acute Care Unit the Float Nurse must be up to date with disease processes, treatments and assessment.
- As an IRH specialist in nursing procedures the RN, Float 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, 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.
- An ability to operate a 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, pressure stockings, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, pulse oximeter, 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.

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree and two years recent critical care experience in a fast-paced work environment as well as varied nursing background to include a combination of Recovery Room, OR, Emergency, acute care nursing experience.

ADDITIONAL REQUIREMENTS

Beaufort-Delta Regional Requirements

Within the Beaufort-Delta region Registered Nurses must be registered with the RNANT/NU 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,
- NRP,
- Venipuncture,
- Immunizations,
- IV Therapy,
- Internet and e-mail applications,
- Fire training, and
- Certification in basic CPR.

In addition, the Registered Nurse, Float must be able to acquire within a reasonable time frame and remain current with the following training and/or certification:

- IV Push/Emergency drugs, and
- Epidurals for post-op pain management.
- CTAS Certificate
- ACLS

Assets for a RN, Float include but are not limited to:

- Post-basic perioperative training certificate,

- Electrical Defibrillation, and
- ECG Monitoring.

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 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