



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Relief Licensed Practical Nurse, Obstetrics	
Position Number	Community	Division/Region
48-16851	Yellowknife	Patient Care Services/Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Relief Licensed Practical Nurse, Obstetrics (LPN) provides safe, efficient, and competent patient care assistance in the Obstetrics Unit (OBS) to ensure that the patient's needs are met throughout the delivery and post-partum experience, including prenatal assessment, delivery and post-natal care and teaching. The care provided in these scenarios is in accordance with the Recommended Standards, Guidelines and Position Statements for Licensed Nursing Practice from The Canadian Council for Practical Nurse Regulators (CCPNR), 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 NTHSSA is the single provider of all health and social services in the NWT, with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Métis, and non-indigenous persons. Health and social services include 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 Tłıchǫ Community Services Agency will operate under a separate board and Hay River Health and Social Services 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. Along



with the NTHSSA, the LPN is responsible and accountable for providing quality client care in accordance with the established standards, policies, and bylaws of nursing practice set by RNANT/NU.

Stanton Territorial Hospital (STH) is a 100-inpatient bed, accredited facility located in Yellowknife. STH is the referral center for the NWT residents and the residents from the Kitikmeot Region of Nunavut (NU). STH provides health care services to adults and children on an in-patient/out-patient and outreach basis in order to restore health with dignity.

Stanton Territorial Hospital (Stanton) is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an in-patient/out-patient and outreach basis in order to restore health with dignity.

Located in Yellowknife and reporting directly to the Manager, Maternal Child Services, and the LPN belongs to a team that provides care for low to high-risk clients of the OBS Unit. The OBS unit averages 600 births per year and on any given day there is an average of five patients (both inpatient and outpatient) in the unit. The LPN must be competent in antenatal, assessment, labour and delivery (provide Neonatal Resuscitation support), postnatal, and newborn care in order to provide nursing support. As well, the LPN must also be able to scrub in and assist in cesarean sections (C-Section), in particular, the provision of surgical instruments and supplies during the C-Section, including setting up the table and patient draping. As well, the LPN should be competent to recover C-Section patients, who have not had general anesthesia, on the OBS Unit. The incumbent 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 incumbent may work in any one of the following areas during their shift:

1. Labour and Delivery (L&D) (Providing Neonatal Resuscitation Support).
2. Antenatal care and postnatal combined care of mothers and newborns
3. Nursery
4. Operating Room

The incumbent provides direct nursing care to clients and acts as a client advocate, facilitating communication between the client, 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 client.

Clients within the Obstetrics unit are both ante and post-partum moms and babes (35 weeks gestation or more). Clients are also admitted to this unit for a caesarean birth and post-surgical care. The client's medical outcomes range from predictable to unpredictable. The LPN may be responsible for a number of clients at any given time, and independently makes day-



to-day decisions regarding individual nursing care plans based on orders from the physician and midwives.

Although the LPN provides direct nursing care to clients, when faced with unfamiliar situations or situations outside the LPNs scope of practice, the LPN will refer the situation or problem to a Registered Nurse or the Clinical Coordinator for direction. The LPN will provide medications within their scope of practice and as defined by NTHSSA policy.

Based on client census and acuity throughout STH, the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a LPNs practice. The LPN is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the client, family and other members of the health care team.

RESPONSIBILITIES

- 1. Provides direct, client and family centered nursing care to obstetrical clients (and their newborn infants), using a problem solving approach and in accordance with the CCPNR Standards of Practice, Code of Ethics, and NTHSSA and facility guidelines to facilitate individualized nursing care to patients of the Obstetrics Unit.**
 - Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
 - Assist during C-Sections to ensure the patients' achieve their optimum level of health and wellbeing.
 - Advocate the dignity and self-respect of clients.
 - Deliver treatment as outlined by a health care provider within their scope of practice and training.
 - Promote the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services.
 - Safeguard the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required.
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
 - Implements principles of client and family centered care, and "More OB" 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 client.



- Assists clients to achieve their optimum level of health in situations of normal health, including the birthing process, recovery, bonding between the parent(s) and their newborn infants, breastfeeding, dealing with illness, injury, grief/loss, etc.
- 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 clients and family members.
- Liaises with other direct service providers to ensure accurate client focused care.
- Contacts the Physician, Midwife or Registered Nurse for physical or medical needs of the client outside of their scope of practice.
- Understand, uphold, and promote ethical standards of licensed practical nursing practice consistent with jurisdictional licensure regulations and jurisdictional code of ethics.
- Demonstrate accountability and responsibility for own actions and decisions.
- Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment and health services and resources proportionate to their needs.
- Demonstrate knowledge of infection control and preventive practices, occupational health and safety, risk management programs, disaster plans, and emergency preparedness for the protection of the patient, self, and other members of the interprofessional team and the public

2. Within the interprofessional team, assesses, plans, implements, and evaluates the plan of care with the patient, team leader and other members of the interprofessional team throughout the obstetrical experience.

- 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.
- Seek out and use information from a variety of sources including assessment, record review, and consultation with the patient and other members of the interprofessional team to identify individual patient needs.
- Encourage the patient to identify strengths and resources relative to the obstetrical experience and existing or potential health concerns.
- Advocate for and participate in the process of achieving the patient/delegate's informed consent.
- Participate in the development of a plan of action in collaboration with the patient and the other members of the interprofessional team.
- Use professional judgment and innovation to adapt the obstetrical environment to meet the individual needs of the patient within the other members of the interprofessional team.
- Report and document the results of nursing actions in relation to patient health care outcomes in an accurate and timely manner.



- Communicate and use interventions that recognize and respect individual patients' diversity.
- 3. Within the interprofessional team, collaborates with the patient, other health team members and stakeholders to meet patient care outcomes.**
- Promote the development of collaborative partnerships with the patient, members of the interprofessional team, and the public.
 - Collaborate within the interprofessional team to achieve patient health care outcomes, including across departments and services within the NTHSSA.
 - Establish and maintain therapeutic relationships and contributes to a professional work environment throughout STH and NTHSSA.
 - Participate in the identification and the resolution of obstetrical practice issues, ethical dilemmas, and non-tolerance of violence in the workplace.
 - Communicate with the patient and other members of the interprofessional team in a timely and professional manner to facilitate patient health care outcomes and an effective, safe work environment.
 - Assist, within the scope of their knowledge and practice, as an LPN in other areas of the hospital as required in the delivery of safe and effective patient care.
- 4. Advocates for, and with, obstetrical patients and the other members of the interprofessional team.**
- Advocate to protect the patient, self, and the other members of the interprofessional team from an adverse event.
 - Protect patient rights in relation to privacy and confidentiality and their wishes and values within the context of professional and legal responsibilities regarding health information.
 - Advocate to protect and promote a patient's right to information, autonomy, respect and dignity.
 - Advocate for a healthy professional practice environment for the patient, self and other members of the interprofessional team.
- 5. Attains and maintains current knowledge, skill and competency required to meet the needs of the obstetrical patient.**
- Provide safe, effective obstetrical nursing care by applying specialized knowledge and skill.
 - Maintain current knowledge by investing resources to obtain knowledge, skill, and continuing competency in obstetrical practice.
 - Use reflective practice and feedback from the other members of the interprofessional team to assess practice and identify professional development needs.



- Use critical thinking and reflection to adapt current knowledge, skill, and competency to meet the individual needs of the patient and other members of the interprofessional team.
- Seek additional knowledge and assistance as needed, in a timely manner.
- Participate in research and evaluation of best practice standards applying the knowledge to current practice and by contributing to the creation and revision of obstetrical procedures.
- Participate in continuing education.

6. Demonstrates leadership in obstetrical practice in the best interest of the patient.

- Recognize and develop professional and leadership qualities and skills.
- Role model professionalism and leadership.
- Encourage and support the development of the leadership potential in practice.
- Support innovation, new knowledge and technology based upon evidence and best practice.
- Commit to life-long learning to advance the profession.
- Review practice and contribute to the development and revision of current and new policies, procedures, and guidelines to support safety for the patient, self, and other members of the interprofessional team.
- Understand and respect the role and competencies of the other members of the interprofessional team in the delivery of care to the patient.
- Provides coaching and mentorship to new and existing employees in the development of the requisite knowledge, skill and team-oriented behaviours necessary to work competently within their scope of practice in the perioperative service.

WORKING CONDITIONS

Physical Demands

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting patients who require assistance, either during labour or general care activities, such as breastfeeding and infant care. Incumbent may work in a limited and restrictive space around the patients/bedsides and will be required to bend and stand in awkward positions while performing client assessment or care. In addition, the incumbent will be required to bend and stand in awkward positions while performing patient assessment or care. The LPN also lifts heavy equipment as part of the day-to-day work and this may cause significant levels of physical stress on the incumbent. Due to the nature of the work, which is unpredictable and fluctuating, the LPN is often unable to eat meals or access washroom facilities at regular intervals.



Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluids, human waste, and hazardous materials (sharps, toxic cleaning and sterilizing solutions).

Sensory Demands

The incumbent must constantly use the combined senses of sight, touch, hearing and smell to monitor patient health and wellbeing 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.

The incumbent is also exposed to noisy work environment, including angry, screaming patients (adult, babies) and noisy equipment. Obstetrical patients maybe connected to monitors (i.e. mothers and unborn babies during delivery) requiring constant attention. As a result, the LPN 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

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

The incumbent is exposed, on a frequent basis, to emotionally disturbing experiences. The LPN is expected to remain calm, and professional regardless of the situation and demonstrate compassionate care to the patient, family and other members of the health care team.

In addition, within the healthcare 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

- Knowledge and application of the Canadian Council for Practical Nurses Regulators (CCPNR) in the role of an obstetrical LPN.
- 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.
- Ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.



- Ability to assist with the ordering and stocking of supplies and equipment.
- Ability to obtain knowledge of NTHSSA policies and procedures on OBS and in the OR.
- Knowledge fundamentals 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, medevac teams etc.) in order to ensure support of patients and their families.
- Computer skills to send and receive electronic mail and conduct research over Internet and verify lab results through HealthNet Viewer.
- Knowledge of and ability to operate, word processing applications (i.e., Microsoft Word) in the completion of report writing, etc.
- Ability to operate and/or use standard medical equipment (such as but not limited to - monitoring peripheral IV lines, thermometers, stretchers, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.).
- Breastfeeding support
- Ability to demonstrate self-confidence and take independent action when necessary and in appropriate circumstances (even when others may disagree).
- Ability to demonstrate flexibility and change in normal procedures or ways of working to fit a specific situation to get the job done and/or to meet NTHSSA goals, (i.e., performs co-workers' tasks when needed).
- Ability to monitor and evaluate own beliefs and behaviors regarding prejudices and personal bias, and practice new behaviors as appropriate.
- Ability to recognize and act upon present opportunities or address present problems (usually completed within a shift or two).
- Ability to take apart a problem into pieces and link those pieces together (i.e., A leads to B leads to C) and an ability to sort into order of importance.
- Ability to demonstrate objective and active listening. including an ability to behave in a helpful and responsive manner and an ability to seek out the facts and pertinent information before drawing conclusions.
- Ability to seek information about the real, underlying needs of the patient, beyond those expressed initially, and matches these to available services.
- Ability to participate willingly and support team decisions (i.e., is a good team player). This includes doing one's own share of the work and sharing all relevant and useful information.
- Ability to demonstrate initiative, team-oriented and inclusive behaviours in support of a psychologically safe and supportive workplace across all departments and services.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

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Typically, the above qualifications would be attained by:

The successful completion of a Licensed Practical Nursing Diploma, the completion of an OBS specific training program (minimum 3 months) and a minimum of one (1) year of experience in obstetrics. Experience in an operating room will be considered an asset.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

- Continuously maintain a membership with a provincial College of LPNs or other provincial body regulating LPNs
- Registration under the Government of the NWT prior to commencement of employment.
- Proof of immunization in keeping with current public health practices is required.

STH has a number of certifications that are required upon hire, depending on the area where the employee works, including but not limited to: Aboriginal Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Prevention and Control, Workplace Hazardous Materials Information System (WHIMS) and others directly related to the incumbent's scope of practice.

LPN

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