



## IDENTIFICATION

| Department                                                 | Position Title                                                              |                                                         |
|------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------|
| Northwest Territories Health and Social Services Authority | Licensed Practical Nurse,<br>Operating Room - Post Anesthesia Recovery Room |                                                         |
| Position Number                                            | Community                                                                   | Division/Region                                         |
| 48-16889                                                   | Yellowknife                                                                 | Patient Care Services /<br>Stanton Territorial Hospital |

## PURPOSE OF THE POSITION

The Licensed Practical Nurse, Operating Room - Post Anesthesia Recovery Room (LPN) provides safe, efficient, and competent patient care assistance in the Operating Room (OR) and Post Anesthesia Recovery Room (PARR) to ensure that the surgical patient's needs are met throughout the perioperative experience, including preoperative assessment and teaching, intraoperative and postoperative care. The care provided in these scenarios is in accordance with the Recommended Standards, Guidelines and Position Statements for Perioperative 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 Northwest Territories (NWT), except for Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous. 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 Tłıchǫ 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.

Stanton Territorial Hospital (STH) is a 100 in-patient bed, accredited facility, located in Yellowknife, and is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. STH provides healthcare services to adults and children on an inpatient/outpatient and outreach basis to restore health with dignity.

Located within STH and reporting directly to the Manager, Operating Room and Day Procedures, the LPN is one of several positions providing culturally sensitive nursing care and assisting and supporting physicians during surgical procedures in three Operating Theatres. Approximately, 2700 surgical cases are performed at STH annually. The LPN works Monday to Friday and is on call on a rotating basis (1 LPN with 1 RN at a time) to assist with emergency surgical procedures. The incumbent provides perioperative care to the patient through the perioperative period. The position encompasses the roles of scrub nurse, and post anesthesia recovery room nurse.

The LPN is expected to remain calm and professional in all situations and demonstrate compassionate care to the patient, family and other members of the health care team.

### **Scrub Role**

The LPN scrubs in and assists the surgeon with the actual procedure in preparation and passing of instruments. The scrub LPN is responsible for ensuring that the proper surgical instruments are present for the different types of surgeries and that all equipment is accounted for prior to and upon completion of all surgeries. The scrub LPN is directly involved in the provision of surgical instruments and supplies during the procedure. This involves, but is not limited to, setting up the table, patient draping, and specimen care.

### **Recovery Room**

Once a patient is stable, they will be moved into the PARR. The LPN receives the patient and monitors their status until it is deemed appropriate for release to Surgical Daycare, or appropriate inpatient unit based on established discharge criteria. Recovery Room time can range anywhere from 15 minutes to several hours depending on patient's condition. The LPN will assist the RN in the performance of daily checks on OR/PARR specific equipment and machines.

During surgical procedures, all nurse in the OR theatre must continually monitor patient status to ensure continued health and well-being. This includes anticipating the needs of the patient, anesthetist and the surgeon in order to support the successful completion of surgical procedures.

The LPN acts as a patient advocate and facilitates communication between the patient, the surgical team and STH. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

## **RESPONSIBILITIES**

### **1. Provides direct, patient and family centered nursing care to perioperative patients, 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 undergoing surgical procedures.**

- 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 wellbeing.
- Advocate for the dignity and self-respect of patients.
- Promote the autonomy of patients and helps 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.
- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Act in a manner consistent with their professional code of ethics, responsibilities, and standards of practice.
- Understand, uphold, and promote ethical standards of perioperative licensed practical nursing practice consistent with jurisdictional licensure regulations and jurisdictional code of ethics.
- Demonstrate accountability and responsibility for own actions and decisions.
- Maintain a high standard of personal health and safety to ensure quality perioperative care.
- Report and document potential or actual adverse events with appropriate follow-up.
- 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, assess, plan, implements, and evaluate the plan of care with the patient, team leader and other members of the interprofessional team throughout the perioperative 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 perioperative 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 perioperative 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, collaborate 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 perioperative 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. Advocate for, and with, perioperative 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. Attain and maintain current knowledge, skill and competency required to meet the needs of the perioperative patient.**
- Provide safe, effective perioperative nursing care as the scrub nurse by applying specialized knowledge and skill.
  - Maintain current knowledge by investing resources to obtain knowledge, skill, and continuing competency in perioperative 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 perioperative procedures.
  - Participate in continuing education.
- 6. Demonstrate leadership in perioperative 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.
  - Provide 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 50% and 75% of the incumbent's 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). 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. The LPN also lifts heavy equipment as part of the day to day work. 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.

Patients awakening from the effects of anesthetic may need to be physically restrained as many of these patients (25% - 50%) are disoriented and can be combative and physically aggressive towards staff.

### **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.

### **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 LPN 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.

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 is exposed, on a frequent basis, to emotionally disturbing experiences, and works in an atmosphere of change, critical patient flow and moment-to-moment readiness for emergencies. As a result, the incumbent must be prepared for all procedures and unanticipated aspects of the surgical and anesthetic procedure.

Within the health care setting there can be significant lack of control over the work pace.

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

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

- Knowledge, and application, of the Canadian Council for Practical Nurses Regulators (CCPNR) in the role of an operating room nurse.
- 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 BDHSSA policies and procedures in the OR.
- Knowledge of and ability to operate, word processing applications (i.e., Microsoft Word) in the completion of report writing, etc.
- Knowledge relating to the importance of confidentiality and ability to keep personal and medical information private and confidential.

- Computer skills to send and receive electronic mail and conduct research over Internet.
- 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.).
- Ability to demonstrate self-confidence and take independent action when necessary and in appropriate circumstances (even when others may disagree).
- Ability to be flexible and to adapt one's approach as situations change in order 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.
- Objective and active listening skills. 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.
- Skills and abilities relating to taking initiative, team-orientation and inclusive behaviours in support of a psychologically safe and supportive workplace across all departments and services.
- Ability to apply perioperative practices in accordance with the ORNAC and RNANTNU Standards.
- 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.

**TYPICALLY, THE ABOVE QUALIFICATIONS WOULD BE ATTAINED BY:**

The successful completion of a Licensed Practical Nursing Diploma, the completion of an OR specific training program (3 to 6 months) and two (2) years of recent experience within an operating room setting.

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 GNWT 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: Indigenous Cultural Awareness, Biohazardous Waste, Biosafety & Biosecurity, Infection Prevention and Control, Workplace

Hazardous Materials Information System (WHMIS) and others directly related to the LPN's scope of practice.

**Position Security**

- ☐ 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