



## IDENTIFICATION

| Department                                                 | Position Title                   |                                                       |
|------------------------------------------------------------|----------------------------------|-------------------------------------------------------|
| Northwest Territories Health and Social Services Authority | Registered Nurse, Intensive Care |                                                       |
| Position Number                                            | Community                        | Division/Region                                       |
| 48-17622                                                   | Yellowknife                      | Critical Care Services / Stanton Territorial Hospital |

## PURPOSE OF THE POSITION

Provides nursing care to critically ill patients of the Intensive Care Unit (ICU) in accordance with 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, educational and spiritual 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 Tłıch'ı 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 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 Tłıch'ı 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, Northwest Territories (NWT). STH is a 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 in order to restore health with dignity

Located within STH and reporting directly to the Manager, Critical Care Services, the RN, is one of 20 RNs providing critical care to patients of the 6 bed Intensive Care Unit. During any and all shifts there are 4 Registered Nurses, ICU on duty.

The RN is a member of the nursing team who provides direct nursing care to critically ill patients who are experiencing surgical/medical disorders or disease states where the outcomes are unpredictable, and the patients are unstable. The RN 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.

Patients within the ICU are usually adults who have alterations in cardiac, respiratory or gastrointestinal systems. For the most part patients within the ICU require continual monitoring (24 hours per day). The patients' medical outcomes are often unknown and somewhat unpredictable. The patients within the ICU are generally visited by their physician at least once per day. The RN may be responsible for up to two critical patients at any one time, using sound judgment to provide care through independent nursing interventions and delegated medical orders from the physician.

As the Northwest Territories Health and Social Services Authority is a referral center for the Western Arctic and Nunavut (Kitikmeot), there are times when the Registered Nurse, ICU is required to provide temporary interventions for medical/surgical emergencies outside standard practice in the organization while awaiting physician arrival. In addition, as a leader and resource to staff members, the incumbent is required to provide, facilitate and direct the implementation of specialized nursing functions and transfer of laboratory, medical and other functions/duties in the presence/absence of a physician (i.e. during code blue(s) the RN will guide/direct patient care based on established protocols such as Advanced Cardiac Life Support (ACLS).

During every shift one RN will be accountable as Team Leader (Responsibility Nurse) for the overall nursing care of all patients within the ICU and will collaborate with the inter-professional team, including the Manager, Critical Care Services, to facilitate and ensure safe patient care by promoting an atmosphere conducive to effective interdisciplinary communication. Every RN may be required to act as the Team Leader depending on staff make up and experience of the staff on duty during a particular shift. RNs acting as the Team Leader will have at least two years recent ICU experience with demonstrated competence in all aspects of critical care nursing and will have completed their Advanced Cardiac Life Support (ACLS) certification.



Based on patient 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 RNs practice.

## **RESPONSIBILITIES**

### **1. The RN provides direct nursing care to critically ill patients requiring continuous 24-hour medical and nursing 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 of the ICU.**

- 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.
- Identify and prioritize the physical, psychological, social and spiritual needs of the patient Responsible and accountable for the patient outcomes.
- Demonstrate critical thinking.
- Document as per NTHSSA Standard Operating Procedures and nursing standards of practice.
- Perform and document a secondary assessment on all patients, building from the patient's chief complaint.
- Initiate admitted patient orders and consults.
- Provide report to oncoming staff and multidisciplinary team.
- Provide care in a compassionate and caring manner within a diverse cultural environment.
- Provide a safe and secure environment for patients, their families and the multidisciplinary team.
- Utilize Infection Prevention and Control (IPAC) measures.
- Safeguard the trust of patients by adhering to the Health Information Act and the legal and ethical principles relevant to nursing practice.
- Provide professional services to the public by applying and promoting principles of equality and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Exhibit professional behavior and accountability and responsibility by acting in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Demonstrate core values and behaviors consistent with the Government of the NWT Code of Conduct.



- 2. The RN, facilitates, implements and modifies patient and family education/teaching based on the needs of the patient in relation to patient illness or injury (i.e. self-care, health promotion, etc.).**
  - Use a holistic approach to facilitate individual learning of patients and their families upon 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.
  - Support a culture that encourages and fosters bi-directional learning and teaching from students, patients, families and the multidisciplinary team.
  - Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or admission plan (established by the Healthcare Team for the patients care and treatment).
- 3. As a Team Leader (Responsibility Nurse), assumes accountability for the standard of care delivered toward determining and achieving patient care goals.**
  - Makes decisions necessary to promote change and ultimate outcome of goal attainment through demonstrated knowledge of established policies and procedures.
  - Communicate with other members of the healthcare team regarding the patient's healthcare to provide continuity of care and promote collaborative efforts directed toward quality patient care.
  - Take a lead role in disaster responses within the ICU.
  - Direct and supervise the functions of others who provide direct care and support. Complete or delegate daily duties on day and night shifts.
  - Promote an atmosphere conducive to effective interdisciplinary communication and positive leadership and effective team building.
  - Foster a cooperative working relationship with other hospital departments and services.
  - Demonstrate critical thinking.
  - Ensure adequate staffing levels during all shifts and identifies the need for relief staff to the appropriate authority to initiate.
- 4. Participates in the activities of critical situations/incidents within Stanton. This includes providing critical care within different units of the hospital (i.e. emergency or other units).**
  - Active member of the Medical Emergency Team (MET) to provide pre-emptive critical assessments, procedures and therapeutics to any patient whose health is deteriorating to potentially advance into cardiorespiratory failure if they did not receive these pre-emptive interventions.



- Active member of the code blue team provides critical lifesaving assessments, procedures and therapeutics to any patient who has advanced into cardiorespiratory failure.

**5. 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.
- Participates in committees, task forces, and research projects as related to the ICU.

**WORKING CONDITIONS**

**Physical Demands**

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting patients who require total care (i.e. turning, general mobility, etc.). Patients within the ICU are unable to get up out of their bed so all needs must be supported by the RN.

Lifting of and physical support of patients within ICU 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.

**Environmental Conditions**

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in moderate risk to the incumbents' health and well-being.

**Sensory Demands**

Patients within the ICU are connected to several monitors and life support systems that require constant monitoring. As a result, the RN must constantly use the combined senses of sight, touch, hearing and smell to monitor patient status that may cause significant levels of stress on the senses. The ICU consists of four beds in tight quarters and will often be quite noisy. The incumbent must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.



## **Mental Demands**

Patients within the ICU are often very ill and may die at any time during the incumbent's shift. The incumbent may be exposed to death/dying and other emotionally disturbing experiences. The RN 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.

The RN is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

As a result of the large number of potentially violent and dementia patients and the emotional state of family members there is uncertainty in knowing what to expect while at work. As a result, there is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the critically ill patients' physical, emotional, psycho-social, spiritual and educational needs are met.
- Ability to provide training, advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to EKG, Ventilator, Emergency Drugs, Defibrillator, hemodynamic monitors, pacemakers, etc.).
- 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.
- 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 operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Ability to operate and/or use standard medical equipment (such as but not limited to – Electrocardiogram (ECG), Central Venous Catheter (CVC) lines, Intravenous (IV) pumps and lines, stretcher, thermometers, Nasogastric (NG) tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)



- 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 Nursing Degree and the completion of a Certificate in Critical Care Nursing with one year of recent ICU/Critical Care experience.

Equivalent combinations of education and experience will be considered.

**ADDITIONAL REQUIREMENTS**

- Registration under CANN prior to commencement of employment.
- Applicable Canadian Nursing Association Certifications are desired.
- Proof of immunization in keeping with current public health practices is required.
- Basic Life Support certification
- Advanced Cardiac Life Support (ACLS) is mandatory and need completion within one year of hiring.
- Pediatric Advanced Cardiac Life Support (PALS) is preferred and should be completed within the first two years of hiring.

Stanton Territorial Hospital has several 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 Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent's scope of practice.

**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