



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Operating Room/Post Anesthesia Recovery Room	
Position Number	Community	Division/Region
48-1941	Yellowknife	Patient Care Services / Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Registered Nurse, Operating Room/Post Anesthesia Recovery Room, provides nursing care to patients undergoing minor or major surgical procedures within 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 Tłı̄chǫ 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 Tłı̄chǫ 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 is located in Yellowknife, NWT. 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 inpatient/outpatient and outreach basis in order to restore health with dignity.

Located in Yellowknife, and reporting directly to the Manager, Operating Room and Day Procedures (Manager), the Registered Nurse, Operating Room/Post Anesthesia Recovery Room, (RN) is one of several RNs providing culturally sensitive nursing care and assisting and supporting physicians during surgical procedures in the Operating Theatres. The Operating Room performs approximately 2700 surgical cases annually. The RN works Monday to Friday and will be on call on a rotating basis (2 RN's at a time) to assist with emergency surgical procedures. The RN provides Perioperative care to the patient through the Perioperative period. The position encompasses the roles of circulating nurse, scrub nurse, and post anesthesia recovery room nurse.

Circulating

Two RNs function in the role of circulating nurse during most surgical procedures within Stanton. One circulating RN prepares the OR for surgical procedures (i.e. ensures that sterile equipment and machines required for individual procedures are present and operational, ensures appropriate equipment bundles are available for the Scrub Nurse, etc.). In this role the RN supports the surgical procedure by charting, ensuring additional equipment is provided with minimal delay, assisting in the maintenance of the sterile field and monitoring and evaluating physical status of the patient throughout the perioperative period.

The other circulating RN receives the patients from either Surgical Daycare, Surgery, or other units in Stanton and verifies that the patient is aware of the pending procedure, ensures that the patient consent has been signed, ensures that all lab and test results are on the chart, assesses the physical status of the patient and ensures that the appropriate area has been targeted for surgery. The circulating nurse brings the patient into the theatre and assists the Anesthetist in preparing the patient for surgery, including, but not limited to, starting IV, setting up monitors, and assisting with induction. During the surgery, the circulating nurse supports and assists the Anesthetist in monitoring and caring for the patient.

Scrub

The RN scrubs in and assists the surgeon with the actual procedure. The scrub RN 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 RN is directly involved in the procedure and acts as an extension of the surgeon where they must respond appropriately to complications and unexpected events during the surgical procedure. This involves, but is not limited to, setting up the table, patient draping, specimen care and preparing drugs intraoperatively.

PARR

Once a patient is stable they will be moved into the PARR. The RN receives the patient and monitors their status until it is deemed appropriate for release to Surgical Daycare, Surgery or other department based on established discharge criteria. Recovery Room time can range

anywhere from 15 minutes to several hours depending on patient's condition. The PARR RN performs daily checks on OR/PARR specific equipment and machines.

During surgical procedures, all RN's 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 RN acts as a patient advocate and facilitates communication between the patient, the surgical team and Stanton. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient. The job holder will be required 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

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

RESPONSIBILITIES

1. Provides patient and family centered, direct nursing care to patients in accordance with Operating Room Nurses Association of Canada (ORNAC) standards, guidelines and the scope of professional nursing practice to facilitate individualized nursing care to patients in the operating and post-anesthetic recovery rooms (OR/PARR).

- 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.
- Assists surgeons during surgical procedures to ensure that patients achieve their optimum level of health and well-being.
- 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).

- Provides clarification, education and support regarding surgical procedures and treatment to patients and family members.
 - Determines risk, complexity of care requirements and urgency of needs.
 - Implements a plan of care to mitigate risk to the patient.
 - Assists the surgeon in the completion of the operation.
 - Ensures the proper management of instruments, in accordance with occupational health and safety, and infection, prevention and control requirements.
 - Ensures the appropriate labs and test results are on the chart, available to be reviewed.
 - Assists the Anesthetist in preparing the patient for surgery and in monitoring the patient's vital signs throughout the surgery.
 - Sets up the surgical table, instruments, draping for the patient during surgery, and the management and safe handling, transport, processing of specimens.
- 2. Assumes accountability for the standard of care delivered toward determining and achieving patient care goals.**
- Initiates dialogue to promote change and ultimate outcome goal attainment.
 - Identifies barriers to care and makes suggestions 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.
- 3. Advocates practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**
- Provides 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,
 - 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 unit specific programs and mandate.
 - Participates in committees, surgical services teams (i.e. including but not limited to ENT, general surgery, orthopedics, gynecology, etc.), and research projects as related to the Operating Room/Recovery Room.

WORKING CONDITIONS

Physical Demands

Between 50% and 75% of the RN 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) as well as heavy equipment. Lifting and physical support of patients within the OR may be done on an individual basis or as a group. In addition, the RN will be required to bend and stand in awkward position while performing patient assessment or care.

Due to the nature of the work, which is unpredictable and fluctuating, the incumbent 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 (25% - 50%) these patients are disoriented and can be physically aggressive towards staff.

Environmental Conditions

During their shift (100% of time) the incumbent will be exposed to communicable diseases, splashing blood, body fluids or other hazardous materials (sharps, bone cement, anesthetic gases, toxic cleaning and sterilizing solutions) during surgical procedures. Within the OR there is a significant amount of "white noise" which may hinder the RN - OR/PARR's ability to monitor life support systems, which requires a high level of focused concentration in order to avoid missing any critical information.

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 RN must constantly use the combined senses of sight, touch, hearing and smell to monitor patient health and well-being. 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 RN is exposed to emotionally upsetting experiences, and works in an atmosphere of change, critical patient flow and moment-to- moment readiness for emergencies. The incumbent must be prepared for all procedures and unanticipated aspects of the surgical and anesthetic procedure.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions. As well, when on standby, the RN will often be called in to assist on surgical procedures, which has substantial impact on family and social life.

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 surgical patients' physical, emotional and psychosocial needs are met.
- Ability 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.).
- Knowledge of biological, physical and behavioural sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- 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 - ECG, peripheral IV pumps and lines, stretchers, pressure stockings, thermometers, NG

tubes, sphygmomanometer, blood glucose monitors, pulse oximeter, etc.)

Typically, the above qualifications would be attained by:

A Bachelor's Degree in Nursing and a minimum of one (1) year of recent clinical experience, preferably in an OR/PARR unit.

Equivalencies may be considered on a case by case basis.

ADDITIONAL REQUIREMENTS

Registration under RNANT/NU prior to commencement of employment.

Proof of immunization in keeping with current public health practices is required.

Applicable Canadian Nursing Association or perioperative certifications would be an asset.

Stanton Territorial Hospital 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 Control, Workplace Hazardous Materials Information System (WHMIS) and others directly related to the incumbent'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