



## IDENTIFICATION

| Department                                                 | Position Title               |                                                      |
|------------------------------------------------------------|------------------------------|------------------------------------------------------|
| Northwest Territories Health and Social Services Authority | Registered Nurse, Obstetrics |                                                      |
| Position Number                                            | Community                    | Division/Region                                      |
| 48-4167                                                    | Yellowknife                  | Patient Care Services / Stanton Territorial Hospital |

## PURPOSE OF THE POSITION

The Registered Nurse, Obstetrics (RN), provides advanced nursing care to clients/patients of the Obstetrics Unit 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 clients' physical, emotional, psycho-social, educational and spiritual needs are met.

## SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (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, 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 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 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 in order to restore health with dignity.



Located in Yellowknife, the RN reports directly to the Manager, Maternal Child Services (Manager), and belongs to a team that provides care for low to high-risk clients of the Obstetrics Unit. The Obstetrics unit averages 600 births per year and on any given day there is an average of 5 clients in the unit. The RN must have completed specialized training in order to provide Labour and Delivery (L&D) support to mothers during the birthing process. 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 three areas during their shift:

1. Labour and Delivery (considered a critical care area)
2. Nursery (preterm and unwell newborn babies, also considered a critical care area)
3. Antenatal and postnatal combined care.

The incumbent provides direct nursing care to clients and acts as a client advocate, facilitating communication between the client, family and other healthcare 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 (34 weeks gestation or more). Clients are also admitted to this unit for a caesarean birth and post-surgical care. The client medical outcomes range from predictable to unpredictable. The RN 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. The L&D Nurse performs Antenatal screening (Non-Stress Test) on out-patients when required. Any client admitted to the Hospital for any reason who is above 20 weeks gestation may be admitted to the Obstetrics unit, so the incumbents provide their care as well.

In order to provide the safest care possible in accordance with the situation, there are times when the RN is required to provide temporary interventions for obstetrical emergencies outside standard practice in the organization while awaiting physician arrival. This includes caring for newborns under 34 weeks gestation that require stabilization, are intubated, and medicated prior to being transported to the south.

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 RNs practice. The RN is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the client, family and other members of the healthcare team.

## **RESPONSIBILITIES**

### **1. Provide direct, patient and family centered nursing care to obstetrical clients (and**



**their newborn infants), using a problem-solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized obstetrical nursing care.**

- Implements principles of patient 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
- Advocates for the dignity and self-respect of client.
- Promotes the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services,
- Safeguards the trust of clients that information learned in the context of a professional relationship is shared outside the healthcare team only with the client's permission or as legally required,
- Applies and promotes 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 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).
- 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 patients and family members.
- Liaises with other direct service providers to ensure accurate patient focused care.
- Contacts the Physician for physical or medical needs of the patient.
- Determines risk, complexity of care requirements and urgency of needs.
- Implements a plan of care to mitigate risk to the patient.
- Provides information about community resources, interim support, and crisis intervention to patient and referral sources.
- Encourages patients to be compliant with taking their medications.
- Coordinates care between all members of the multidisciplinary team (e.g. physicians, physician specialists, Occupational and Recreational Therapy, Outpatient Case Managers, NGO's, etc.).
- Develops, assesses and modifies individualized care plans for all inpatients, including those with complex needs and the service providers who support them.



**2. Facilitate, implement and modify client and family education/teaching based on the individualized needs of clients.**

- Uses a holistic approach to facilitate individual learning of clients and their families upon admission and transfer or discharge in relation to client illness or injury (i.e. self-care, health promotion, etc.),
- Assesses the client for physical and psychological needs, their knowledge of their health, disease process and learning needs,
- Researches, develops, revises and evaluates on an ongoing basis, educational resources necessary to support clients, and
- Coordinates the admission and transfer or discharge of clients. This includes explaining and ensuring that the client understands the admission or discharge plan (established by the Healthcare Team for the clients care and treatment).

**3. As a Team Leader (Responsibility Nurse), assume accountability for the standard of care delivered toward determining and achieving client care goals.**

- Makes decisions necessary to promote change and ultimate outcome goal attainment.
- Analyzes barriers to care and intervenes to change or improve therapeutic resources needed by the patient for positive outcomes.
- Provides leadership to other staff and members of the healthcare team to ensure patient centered care of all patients on the Unit.
- Takes a lead role in disaster responses within the Unit.
- Triage or delegates tasks the other RNs on duty.
- Directs and supervises the functions of others who provide direct care and support (RNs, unit clerk, etc.).
- Ensures adequate staffing levels during all shifts through communication with the Patient Care Coordinator and the Schedulers.
- Coordinates the activities of critical situations/incidents within the Unit.

**4. Advocate 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 healthcare team to develop skill levels necessary to achieve the standard of care,
- Collaborates with nursing colleagues and other members of the healthcare team to advocate healthcare environments that are conducive to ethical practice and to the health and well-being of clients and others in the setting,
- Provides orientation of new employees to unit specific programs and mandate.
- Participates in committees, task forces, and research projects as related to the Obstetrics Unit.



## **WORKING CONDITIONS**

### **Physical Demands**

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting clients who require assistance, either during labour or in general activities. Incumbent may work in a limited and restrictive space around the clients/bedsides and will be required to bend and stand in awkward positions while performing client assessment or care.

### **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**

Clients within the Obstetrics unit may be connected to monitors (i.e. mothers and unborn infants during labour) requiring constant attention. As a result, the RN, Obstetrics must constantly use the combined senses of sight, touch, hearing and smell to monitor client status.

### **Mental Demands**

The incumbent may be exposed to death and other emotionally upsetting experiences and, as a result of the emotional state of family members, there is uncertainty in knowing what to expect while at work. There is also a concern about being responsible for the lives of clients and their families, unknown and unpredictable situations.

Within the healthcare setting there is significant lack of control over the work pace, with frequent interruptions.

## **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 obstetrical clients' physical, emotional, psycho- social, spiritual and educational needs are met.
- 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 and/or use standard medical equipment (such as but not limited to - peripheral IV pumps and lines, stretchers, thermometers, blood pressure cuffs, sphygmomanometer, suction tubes, sharps, pulse oximeter, etc.)
- Ability to provide training, advice and assessment using specialized equipment, medications, tools and techniques (e.g. fetal monitors, isolettes, etc.).



- Ability to educate clients and their families (where applicable) on appropriate self-care methods and techniques.
- 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 clients and their families.
- Ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- 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:**

A Nursing Degree with at least one (1) year of experience in obstetrics

Equivalent combinations of education and experience will be considered.

**ADDITIONAL REQUIREMENTS**

- Registration under RNANT/NU prior to commencement of employment.
- Proof of immunization in keeping with current public health practices is required
- Neonatal Resuscitation Program (NRP)
- Acute Care of At-Risk Newborns (ACoRN) certification is desired
- Applicable certifications from the Canadian Nursing Association are desired

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 (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