



**Stanton Territorial Health Authority**

**IDENTIFICATION**

<i>Position Number</i>	<i>Position Title</i>	
17-4102, 17-4136, 17-4253, 17-4856, 17-6774, 17-6779, 17-10075, 17-10076, 17-10589, 17-10590, 17-10591, 17-10592, 17-10593, 17-NEW	Registered Nurse – Float Pool	
<i>Department</i>	<i>Division/Region</i>	<i>Location</i>
Stanton Territorial Health Authority	Ambulatory Services – Float Pool	Yellowknife

**PURPOSE OF THE POSITION**

Provides nursing care to a wide variety of adult and pediatric patients throughout the hospital in accordance with established standards of nursing practice and the philosophy and objectives of the Stanton Territorial Health Authority (STHA) to ensure that the patients' physical, emotional, psycho-social, educational and spiritual needs are met.

**SCOPE**

The Stanton Territorial Health Authority (STHA) is a 100 in-patient bed accredited facility in Yellowknife, and is a referral center for approximately 37,000 regional residents of the Western Arctic and Nunavut (Kitikmeot Region). The STHA provides health care services to adults and children on an inpatient/ outpatient and outreach basis in order to restore health with dignity.

Located within the STHA and reporting directly to the Manager, Ambulatory Services the Registered Nurse, Float Pool is one of 9 Registered Nurses providing culturally sensitive care to a variety of nursing units within the Patient Care Services Unit. Each of the 9 Registered Nurses, Float Pool will need to be able to provide services in at least two of the specialized nursing units (i.e. Dialysis, ICU, Labour & Delivery, Emergency or Post Anaesthetic Recovery Room) and be prepared to do so 100% of the time, as well as at least two of the remaining nursing units within the hospital (i.e. Extended Care, Pediatrics, Surgery, Surgical Day Care, Medical Day Care, Psychiatric and/or Medicine). Every Registered Nurse, Float Pool within STHA may be required to take on a Team Leader role or assume the accountability of a unit depending on staff make up and experience of the staff on duty.

During every shift, the Registered Nurse, Float Pool will be a member of a nursing team that provides direct nursing care to a specific unit within the hospital. It is quite conceivable that a Registered Nurse, Float Pool may start their shift in one unit and then based on changes in censuses and acuities may need to be transferred temporarily or moved to different units to meet operational requirements. It is expected that the Registered Nurse, Float Pool will complete the assignment, give report and transfer to other units to receive different assignments in a timely, efficient, professional and effective manner. It is also possible that a Float Nurse may spend extended periods of time in one nursing unit (including the more specialized nursing units) to help balance off long-term absences (i.e. illness, holidays, maternity leave, etc). While working within a nursing unit the Registered Nurse, Float Pool functions in the same manner as the nurses in that unit and 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.

Based on patient census and acuity throughout the STHA the incumbent may be required to provide specialized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

## **RESPONSIBILITIES**

1. The Registered Nurse, Float Pool provides direct nursing care to a wide variety of adult and pediatric 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 within the STHA.

### **Main Activities:**

- The Registered Nurse will 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,
- 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,
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- Perform these activities in a variety of units, including the more specialized nursing units.

2. The RN, Float Pool facilitates, implements and modifies patient and family education/teaching based on the needs of the patient.

**Main Activities:**

- Use a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.),
- 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, and
- Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).
- Perform these activities in a variety of units, including the more specialized nursing units.

3. As a Team Leader (Responsibility Nurse), the Registered Nurse, Float Pool assumes accountability for the standard of care delivered toward determining and achieving patient care goals.

**Main Activities:**

- Makes decisions necessary to promote change and ultimate outcome of goal attainment,
- Communicate with other members of the health care team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care,
- Take a lead role in disaster responses within the unit they are assigned to,
- Direct and supervise the functions of others who provide direct care and support (LPNs, Nursing Aid, etc), and
- Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).
- Perform these activities in a variety of units, including the more specialized nursing units.

4. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

**Main Activities**

- 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 clients and others in the setting,
- Orientation of new employees to unit specific programs and mandate, and

- Participates in committees, task forces, and research projects as related to the Float Pool.
- Perform these activities in a variety of units, including the more specialized nursing units.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- ✓ The Registered Nurse, Float Pool must have a knowledge of and an ability to apply standardized and advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that patients' physical, emotional, psycho-social, spiritual and educational needs are met in a variety of working environments
- ✓ An ability to be adaptable, versatile and flexible in changing working environments and assignments from shift to shift and even more frequently.
- ✓ An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- ✓ 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 the STHA (i.e. Social Services, Public Health, medivac teams etc.) in order to ensure support of patients and their families.
- ✓ An 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, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)
- ✓ An ability to operate advanced unit specific medical equipment (i.e. ICU or Emergency).
- ✓ Self Control (Responds Calmly) – Feels strong emotion in the course of conversation or other tasks, such as anger, extreme frustration, or high stress, controls emotions, and continues to talk or act calmly.
- ✓ Flexibility (Adapts Normal Procedures) – Alters normal procedures or ways of working to fit a specific situation to get the job done and/or to meet STHA goals, (i.e. performs co-workers' tasks when needed),
- ✓ Valuing Diversity (Monitors and Modifies Own Behaviour) – An ability to monitor and evaluate own beliefs and behaviours with regard to prejudices and personal bias, and practice new behaviour as appropriate,
- ✓ Initiative (Addresses Current Opportunities or Problems) – An ability to recognize and act upon present opportunities or address present problems (usually completed within a shift or two),
- ✓ Analytical Thinking (Sees Basic Relationships) – An 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,
- ✓ Conceptual Thinking (Sees Patterns) – When looking at information, sees patterns, trends, or missing pieces and notices when a current situation shows some similarities to a past situation, and identifies the similarities,

- ✓ **Listening, Understanding & Responding (Listens responsively)** – An ability to demonstrate objective and active listening. This includes an ability to behave in a helpful and responsive manner and an ability to seek out the facts and pertinent information before drawing conclusions,
- ✓ **Client Service Orientation (Addresses Underlying Needs)** – An ability to seek information about the real, underlying needs of the client, beyond those expressed initially, and matches these to available services,
- ✓ **Teamwork & Cooperation (Cooperates)** – An ability to participate willingly and support team decisions (i.e. is a good team player). This includes doing one own share of the work and sharing all relevant and useful information,
- ✓ **Expertise (Answers Questions)** – An ability to answer questions as an expert when asked. This includes telling people about current understanding of technical issues,
- ✓ **Developing Others (Gives Behavioural Feedback)** – An ability to give specific positive or mixed feedback for developmental purposes. This includes giving negative feedback in behavioural rather than personal terms, and expresses positive expectations for future performance.

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

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree and with two years recent experience in three or more different nursing units (i.e. ICU, Pediatrics, Obstetrics, Medicine, Surgery, OR, PARR, Extended Care, Psychiatric, Emergency, Clinics, Surgical Day Care, Medical Day Care and/or dialysis).

**STANTON TERRITORIAL HEALTH AUTHORITY REQUIREMENTS**

Within the STHA Registered Nurses must be registered with the NWTRNA and have successfully completed a criminal record check.

Within the STHA all Registered Nurses must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- Non-Violent Crisis Intervention,
- Blood Glucose Monitoring,
- WHMIS,
- Internet and e-mail applications,
- Fire training, and
- Certification in basic CPR.

In addition, the Registered Nurse, Float Pool must be able to acquire within a reasonable time frame and remain current with the following training and/or certifications appropriate to their areas of specialty:

- Emergency drugs,
- IV Therapy,
- Central Venous Catheterization (CVC)
- Electrical Defibrillation,

- Cardiac Monitoring,
- ECG,
- Ventilators,
- Hemodynamic Monitoring,
- Pacemakers,
- Neuroleptic drugs, and
- TPN.

Desirable training and/or certifications include:

- ACLS,
- PALS,
- TNCC,
- ENPC,
- NRP, and
- Canadian Nursing Association Certifications.

### **WORKING CONDITIONS**

Working Conditions identify the *unusual and unavoidable*, externally imposed conditions under which the work must be performed and which create hardship for the incumbent. Express frequency and duration of occurrence of physical demands, environmental conditions, sensory demands and mental demands.

### **Physical Demands**

Between 50% and 75% of the incumbents day will be spent lifting, moving and supporting patients who require total care (i.e. turning, general mobility, etc.). Many patients within the hospital are unable to get up out of their bed so all needs must be supported by the Nurses. Lifting of and physical support of patients 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. Because of the nature of this position, the Float Pool Nurses are required to work on units that are short-staffed or have a high census or acuity, therefore they are spending their time in a fast paced, physically demanding environment, rushing from unit to unit and from room to room.

### **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. The incumbent is also exposed to the hazardous environmental conditions that are particular to the various units they work on.

## **Sensory Demands**

The incumbent will be required (100% of the time) to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within all Nursing Units, including the more specialized nursing areas. Assessment and monitoring differs depending on the severity of the illness or condition and the age of the patient (pediatric to geriatric) as well as the unit. The Registered Nurse, Float Pool will continually be moving from patient type to patient type and must constantly adjust to, and be familiar with, the monitoring skills and equipment in each unit (triage skills in Emergency, life support systems in ICU, neonatal equipment in Nursery, monitoring equipment in PARR), in order to ensure that they are able to recognize and address the different warning and monitoring indicators to deliver appropriate and timely patient care. Depending on the unit, the incumbent can be exposed to a significant amount of extraneous noise that can impede concentration and focus.

## **Mental Demands**

The incumbent works in an environment of change 100% of the time. The work life is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities.

Due to the nature of the position, there is a large amount of uncertainty in knowing what to expect while at work. A Registered Nurse, Float Pool will often arrive at the start of their shift without knowing where they are working. They may start their shift in one unit and then be transferred to another with little or no warning, and this may happen more than once in a shift. Therefore, the incumbent must be prepared to work in all units at all times. The incumbent must have knowledge of layout, policies and procedures, patient type and developmental status, equipment, routines, co-workers and their abilities, commonly seen conditions for several units.

The Registered Nurse, Float Pool is exposed frequently to emotionally disturbing experiences, such as death and dying, verbal/physical abuse, medically/mentally unstable patients, and is expected to remain calm, controlled and professional regardless of the situation. The incumbent must always demonstrate compassionate care to the patient, family and other members of the health care team.

In this position, there is a significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue and stress.

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, Float Pool 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 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 well, the RN Float Pool is required to keep all current skills, certifications and special training that are mandatory in each area that they work.

**EXCLUSION/INCLUSION**

**Section A**

<ul style="list-style-type: none"><li><input checked="" type="checkbox"/> This job should be included in the bargaining unit</li><li><input type="checkbox"/> This job should be excluded from the bargaining unit (complete section B)</li></ul>
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