



## Stanton Territorial Health Authority

### IDENTIFICATION

<i>Position Number</i>	<i>Position Title</i>	
17- 11883	Relief Registered Nurse – Intensive Care Unit (ICU)	
<i>Department</i>	<i>Division/Region</i>	<i>Location</i>
Stanton Territorial Health Authority	Medical Services - ICU	Yellowknife

### PURPOSE OF THE POSITION

Provides nursing care to critically ill patients of the Intensive Care Unit 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, Medical Services the Relief Registered Nurse (RN), Intensive Care Unit provides critical care to patients of the 4 bed Intensive Care Unit. During any and all shifts there are 2 Registered Nurses, ICU on duty. During every shift one Registered Nurse, ICU will be accountable as Team Leader (Responsibility Nurse) for the overall nursing care of all patients within the Unit consisting of 2 Registered Nurses, ICU (includes the Team Leader) and any additional health care professionals involved in the treatment of the critically ill patients. Every Relief Registered Nurse, ICU 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.

The Relief Registered Nurse, ICU 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 Relief Registered Nurse, ICU 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 Unit are generally visited by their physician at least once per day. The Relief Registered Nurse may be responsible for up to 2 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 Stanton Territorial Health Authority is a referral center for the Western Arctic and Nunavut (Kitikmeot), there are times when the Relief 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 Relief RN, ICU 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 Relief RN, ICU will guide/direct patient care based on established protocols such as Advanced Cardiac Life Support (ACLS).

Based on patient census and acuity throughout the STHA 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 Relief Registered Nurse, ICU 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.

### **Main Activities:**

- The Relief 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.
2. The Relief RN, ICU 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.).

**Main Activities:**

- 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, and
  - 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 Health Care Team for the patients care and treatment).
3. As a Team Leader (Responsibility Nurse), the Relief Registered Nurse, ICU 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 ICU,
  - Direct and supervise the functions of others who provide direct care and support, and
  - Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).
4. Participates in the activities of critical situations/incidents within the STHA. This includes providing critical care within different units of the hospital (i.e. emergency).
5. 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 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 ICU.

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

- ✓ The Relief Registered Nurse, ICU must have a 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.
- ✓ As the STHA specialists in Intensive Care the Relief RN, ICU must be able 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.).
- ✓ An 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 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 desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- ✓ An ability to operate and/or use standard medical equipment (such as but not limited to – ECG, CVC lines, IV pumps and lines, stretcher, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, suction tubes, sharps, pulse oximeter, etc.)
- ✓ Self Confidence (Acts independently) – An ability to take independent action when necessary and in appropriate circumstances (even when others may disagree).
- ✓ 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 the completion of a Certificate in Critical Care Nursing with two years recent acute care experience.

**STANTON TERRITORIAL HEALTH AUTHORITY REQUIREMENTS**

Within the STHA Registered Nurses must be registered with the RNANT/NU 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 hospital certifications:

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

In addition, the Relief Registered Nurse, ICU must be able to acquire within a reasonable time frame and remain current with the following training and/or certification:

- IV Therapy,
- CVC (Care and Removal of),
- Cardiac Monitoring,

- Administration of Emergency drugs,
- Electrical Defibrillation,
- Hemodynamic Monitoring,
- Ventilators,
- Administration of Neuromuscular Blocking Agents,
- Pacemakers, and
- Epidural Analgesia.

Canadian Nursing Association Certifications are desirable.

### **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 25% and 50% of the incumbents 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 ICU Nurse. 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 Relief Registered Nurse, ICU 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 incumbents shift. The incumbent may be exposed to death/dying and other emotionally disturbing experiences. The Relief RN, ICU 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 Relief RN, ICU 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.

## **EXCLUSION/INCLUSION**

### **Section A**

- This job should be included in the bargaining unit
- This job should be excluded from the bargaining unit (complete section B)