



**IDENTIFICATION**

Department	Position Title	
Operating Room/Post Anesthesia Recovery Room	Relief Registered Nurse – Operating Room, Post Anesthesia Recovery Room	
Position Number(s)	Community(s)	Division/Region(s)
17-11872, 17-12414, 17-12297	Yellowknife	STHA

**PURPOSE OF THE POSITION**

Provides nursing care to patients undergoing minor or major surgical procedures within established standards of nursing practice and the philosophy and objectives of the Stanton Territorial Health Authority (STHA) to ensure that the patients' physical, emotional, psychosocial, spiritual, and educational 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 45,000 regional residents of the Northwest Territories and Western portions of Nunavut.

Located within the STHA and reporting directly to the Clinical Supervisor, Operating Room, Post Anesthesia Recovery Room (OR/PARR), the Relief Registered Nurse, OR/PARR is one of 10.6 RNs providing culturally sensitive nursing care and assisting and supporting physicians during surgical procedures in 2 Operating Theatres. The Operating Room performs about 2700 surgical cases annually. The Relief RN, OR/PARR works 0730-1530 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 Relief RN, OR/PARR 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**



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### **Main Activities**

Two RNs function in the role of circulating nurse during most surgical procedures within the STHA. 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 STHA 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**

#### **Main Activities**

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**

#### **Main Activities**

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



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the patient, anesthetist and the surgeon in order to support the successful completion of surgical procedures.

The Relief RN, OR/PARR acts as a patient advocate and facilitates communication between the patient, the surgical team and other STHA departments. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

### **RESPONSIBILITIES**

1. The Relief RN, OR/PARR provides direct nursing care to patients undergoing minor to major surgical procedures requiring surgical/medical 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 undergoing surgical procedures.
  - 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 surgeons during surgical procedures to ensure that patients achieve their optimum level of health and well being,
  - 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. 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,



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- 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, 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.

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

- The Relief RN, OR/PARR must have 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.
- As a STHA specialist in surgical procedures the Relief RN, OR/PARR must be able 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.).
- 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.
- 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, peripheral IV pumps and lines, stretchers, pressure stockings, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, 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),



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- 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 Diploma and the completion of an OR specific training program (3 to 6 months) and one year recent experience within an Operating Room setting.

### **STANTON TERRITORIAL HEALTH AUTHORITY REQUIREMENTS**

Within the STHA, all 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 the following mandatory certifications:

- Non-Violent Crisis Intervention
- Blood Glucose Monitoring
- WHMIS
- IV Therapy



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- Internet and e-mail applications
- Fire training
- Certification in basic CPR
- Fit testing
- Standard precautions

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

- IV Push/Emergency drugs
- Epidurals for post-op pain management

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 Relief RN, OR/PARR. Express frequency and duration of occurrence of physical demands, environmental conditions, sensory demands and mental demands.

### **Physical Demands**

Between 50% and 75% of the Relief RN, OR/PARR's 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 which may cause significant levels of physical stress on the Relief RN, OR/PARR. Lifting and physical support of patients within the OR may be done on an individual basis or as a group. In addition, the Relief RN, OR/PARR 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 Relief RN, OR/PARR 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. Restraint of these patients can be very physical and draining for the Relief RN, OR/PARR.

### **Environmental Conditions**



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During their shift (100% of time) the Relief RN, OR/PARR 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 that will result in significant risk to the Relief RN, OR/PARR's health and well being.

### **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 Relief RN, OR/PARR must constantly use the combined senses of sight, touch, hearing and smell to monitor patient health and well being that may cause significant levels of stress on the senses. The Relief RN, OR/PARR must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.

Within the OR there is a significant amount of "white noise" which may hinder the Relief 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.

### **Mental Demands**

The Relief RN, OR/PARR works in an atmosphere of change, critical patient flow and moment-to-moment readiness for emergencies. The Relief RN, OR/PARR must be prepared for all procedures and unanticipated aspects of the surgical and anesthetic procedure.

The Relief RN, OR/PARR is exposed on a frequent basis to emotionally disturbing experiences. The Relief RN, OR/PARR 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

The Relief 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.

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.

When on standby the Relief RN, OR/PARR will often be called in to assist on surgical procedures, which has substantial impact on family and social life.



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**ADDITIONAL REQUIREMENTS**

**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