

IDENTIFICATION

<i>Position Number</i>		<i>Position Title</i>
17-11644, 17-11869, 17-11870, 17-11892, 17-11894, 17-12827, 17-12095, 17-12828, 17-13002, 17-13003, 17-11871, 17-12964, 17-12965, 17-11904		Relief Registered Nurse – Obstetrics
<i>Authority</i>	<i>Department / Division</i>	<i>Location</i>
Stanton Territorial Health Authority (STHA)	PatientCare Services / Maternal / Child Services – Obstetrics	Yellowknife

PURPOSE OF THE POSITION

Provides nursing care to clients of the Obstetrics 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 clients’ 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 Clinical Coordinator, Obstetrics Services the Relief Registered Nurse (RN), Obstetrics Unit provides care to low to high-risk clients of the 13 bed Obstetrical Unit. The Labour & Delivery Section of the unit consists of an additional four beds. The Obstetrical Unit averages 600 births per year and on any given day there is an average of 5 clients in the unit. During any and all shifts there are 3 Registered Nurses on duty. Between 1530 and 0730 one Registered Nurse will be accountable as Team Leader (Responsibility Nurse) for the overall nursing care of all clients within the Unit consisting of 3 Registered Nurses (includes the Team Leader) and



any additional health care professionals involved in the treatment of the clients. Every Relief Registered Nurse 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 RNs work in one of the following three areas during their shift:

1. Labour & Delivery section (considered a critical care area),
2. Nursery (preterm and unwell newborn babies)
3. In-patient rooms (ante and post partum mothers and well newborns)

The Relief Registered Nurse, Obstetrics is a member of the nursing team who provides direct nursing care to clients and acts as a client advocate, facilitating communication between the client, 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 client.

Clients within the Obstetrics unit are both ante and post-partum moms and babes (34 weeks gestation or more). Clients may also be admitted to this unit following a caesarean section requiring post-surgical types of care. The clients' medical outcomes range from predictable to unpredictable. Clients within the Unit are visited a minimum of once per day or more frequently as required by their physician. The Relief Registered Nurse may be responsible for up to 10 clients at any given time, and independently makes day-to-day decisions regarding individual nursing care plans based on delegated medical orders from the physician. The L&D Nurse performs Antenatal screening (Non Stress Test) on outpatients when required. Any client admitted to the Hospital for any reason who is above 20 weeks gestation will be admitted to Obstetrics so the incumbents provide their care as well.

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, Obstetrics is required to provide temporary interventions for obstetrical emergencies outside standard practice in the organization while awaiting physician arrival. This includes receiving babes under 34 weeks gestation that require stabilization, are intubated and drugged prior to being medivaced to the south.

Based on client 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, Obstetrics provides direct nursing care to clients requiring continuous 24-hour medical and nursing care using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to clients of the Obstetrics.

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 client.
 - Assist clients 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 clients,
 - Promote the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services,
 - Safeguard the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required,
 - Apply and promote 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
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
2. The Relief RN, Obstetrics facilitates, implements and modifies client and family education/teaching based on the needs of the client.

Main Activities:

- Use 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.),
- Assess the client 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 clients, and
- Coordinate 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 Health Care Team for the clients care and treatment).



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

Main Activities:

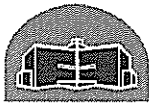
- Makes decisions necessary to promote change and ultimate outcome of goal attainment,
 - Communicate with other members of the health care team regarding the client's health care to provide continuity of care and promote collaborative efforts directed toward quality client care,
 - Take a lead role in disaster responses within the Obstetrics,
 - Directs and supervise the functions of others who provide or support client care (LPNs, Unit Clerk, etc), and
 - Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).
4. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

Main Activities

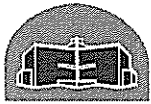
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of 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 Obstetrics Unit.

KNOWLEDGE, SKILLS AND ABILITIES

- ✓ The Relief Registered Nurse, Obstetrics 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 obstetrical clients' physical, emotional, psycho-social, spiritual and educational needs are met.
- ✓ As the STHA specialists in Obstetrics the Relief RN, Obstetrics must be able to provide training, advice and assessment using specialized equipment, medications, tools and techniques (e.g. fetal monitors, isolettes, forceps, etc).
- ✓ An ability to educate clients 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 clients 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 – peripheral IV pumps and lines, stretchers, thermometers, blood pressure cuffs, sphygmomanometer, 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 with one year recent experience within an Obstetrical Unit. The completion of a Perinatal Nursing Certificate is also an asset.

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.

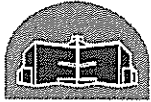
In addition, the Relief Registered Nurse, Obstetrics must be able to acquire within a reasonable time frame and remain current with the following training and/or certification:

- Fetal health Surveillance in Labor,
- Neonatal Resuscitation Program (NRP),
- Epidural Analgesia,
- IV Therapy, and
- Immunizations

To function as a Registered Nurse on Obstetrics within STHA, the following are highly recommended certifications:

- ACoRN
- Breastfeeding

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

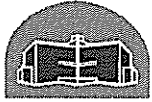
Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting clients who require assistance, either during labour or in general activities. Incumbents are required to work in a limited and restrictive space around the clients/bedsides. In addition, the incumbent will be required to bend and stand in an awkward position while performing client assessment or care. Due to the nature of the work, which is unpredictable and fluctuating, the Relief RN, Obstetrics is often unable to eat meals or access washroom facilities at regular intervals.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluids, human waste, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in moderate risk to the incumbents' health. The incumbent is also exposed to a noisy work environment, including angry, screaming clients (adults and babies), and noisy equipment.

Sensory Demands

Clients within the Obstetrics unit may be connected to monitors (i.e. mothers and unborn babies during delivery) requiring constant attention. As a result, the Relief Registered Nurse, Obstetrics must constantly use the combined senses of sight, touch, hearing and smell to monitor client status that may cause significant levels of stress on the senses. The Labour & Delivery area 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 client care.



Mental Demands

The incumbent may be exposed to death and other emotionally disturbing experiences. The Relief RN, Obstetrics 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 environment is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities. The incumbent is exposed to death/dying and other emotionally disturbing experiences. The Relief RN, Obstetrics is expected to remain calm, controlled and professional, regardless of the situation and demonstrate care and compassion to the client, family and other members of the health care team.

The Relief RN, Obstetrics 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 is significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

As a result of the large number of potentially violent and verbally abusive clients 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 clients 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)

Section B – Rationale for exclusion from the bargaining unit

(Exclusion from the bargaining unit must meet the conditions outlined in section 306 of the GNWT's Human Resources Manual (HRM). Refer to Section 306 of the GNWT's HRM and outline the reason for the exclusion request below)

Comments: