



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Relief Registered Nurse - Extended Care	
Position Number(s)	Community	Division/Region(s)
17-11646	Yellowknife	Extended Care/Stanton

PURPOSE OF THE POSITION

Provides nursing care to residents/patients of the Extended Care 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 residents'/patients' physical, emotional, psycho-social, spiritual and daily living needs are met.

SCOPE

Stanton is an accredited facility in Yellowknife, and is a referral centre for approximately 40,000 regional residents of the Western Arctic and Nunavut (Kitikmeot Region). Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Located within Stanton and reporting directly to a Clinical Coordinator, the Relief Registered Nurse (RN), Extended Care provides culturally sensitive care to residents/patients of the 11 bed Extended Care unit consisting of 10 long-term geriatric or cognitively impaired residents and one palliative care patient. One Extended Care RN is accountable for the overall nursing care of all residents/patients within the Unit consisting of, or a combination of one or two Licensed Practical Nurse (LPN) and/or a Nursing Aide per 12 hour shift. In addition, during the day shifts a Unit Clerk and an Activity Aide will be functional team members.

The Relief Registered Nurse, Extended Care is a member of the nursing team who provides direct care to residents/patients who have common well-defined nursing diagnoses. The Relief Registered nurse, Extended Care acts as a patient advocate and facilitates

communication between the resident/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 resident/patient.

Residents/Patients within the Extended Care Unit are usually long-term convalescent, geriatric, respite or palliative care patients. These residents/patients live within the unit (home environment) and are experiencing a chronic illness or disability that has resulted in physical frailty and/or cognitive impairment and require 24-hour professional nursing services. The residents'/patients' medical outcomes are somewhat predictable.

Residents/Patients within the Unit are visited a minimum of once per month or more frequently as required by their physician. As a result, the Relief Registered Nurse independently makes day-to-day decisions regarding individual nursing care plans based on delegated medical orders.

Based on census and acuity throughout Stanton 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. Provides direct patient care to long-term residents and palliative care patients using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to residents/patients of the Extended Care Unit.

- 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/resident.
- Assist residents 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 residents/patients,
- 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 residents/patients 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, Extended Care facilitates implements and modifies resident/patient and family educational/teaching based on the needs of the resident/patient.**
 - 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).
3. **As a Team leader (Responsibility Nurse), the Relief Nurse Extended Care assumes accountability for the standard of care delivered toward determining and achieving patient care goals.**
 - Makes decisions necessary to promote change and ultimate outcome of goal attainment,
 - Communicate with other members of the health care team regarding the resident's/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 Extended Care Unit, Directs and supervise the functions of others who provide direct care (LPNs, Nursing Aid), 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.**
 - 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 specific specialty programs,
 - Participates in committees, task forces, and research projects as related to the Extended Care Unit,

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.)*

Physical Demands

Between 25% and 50% of the incumbent's day will be spent lifting, moving and supporting patients who are totally dependent on the nurses for support (i.e. toileting, turning, general

mobility, etc.). Lifting of and physical support of residents within Extended Care may be done on an individual basis or as a group. Cognitively impaired residents are often resistant to assistance from the RN placing increased physical demands as the RN is frequently moving the resistant resident during the course of a shift. 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 potential health risk to the incumbent.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of residents within the Extended Care Unit. Many of the residents within the Extended Care Unit are cognitively impaired which means that the Relief RN, Extended Care must be constantly alert (100% of the shift) of residents' physical and emotional needs (mood, hygiene, etc.).

Mental Demands

Residents within the Extended Care Unit are long-term patients where the Extended Care Unit is the resident's home. As a result, the Relief RN, Extended Care has the opportunity to develop relationships with the resident and the residents' family. The Relief RN, Extended Care is required to support a peaceful and dignified death of these residents that may cause significant emotional stress.

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.

The Relief RN, Extended Care is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients (residents) and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- The Relief Registered Nurse, Extended Care must have knowledge of and an ability to apply standardized nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the residents'/patients/ physical, emotional, psycho-social, spiritual and daily living needs are met.
- An ability to educate residents/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 Stanton (i.e. Social Services, Public Health, medivac teams, etc.) in order to ensure support of residents/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 peripheral IV pumps and lines, thermometers, stretchers, NG tubes, sphygmomanometer, blood glucose monitors, kangaroo pumps, suction tubes, sharps, pulse oximeter, etc.)
- An ability to effectively operate non-medical equipment used during the care of residents/patients within Extended Care (these include but are not limited to lifts, wheel chairs, bathing equipment, laundry equipment, kitchen, etc.).

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree.

ADDITIONAL REQUIREMENTS

Stanton Regional Requirements

Within the Stanton Region 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,
- Internet and e-mail applications,
- Fire training and
- Certification in basic CPR.

Canadian Nursing Association Certifications are desirable.

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)

- French required
- French preferred
- French not required