

1. IDENTIFICATION

Position No.	Job Title	Supervisor's Position
See Appendix	Registered Nurse, Operating Room (OR/RR/Day Surgery/CSR)	Nurse Manager, Operating Room

Department	Division/Region	Community	Location
Health	Iqaluit	Iqaluit	Qikiqtani General Hospital

Freebalance Coding:	10640-01-2-235-1000000-01
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2. PURPOSE

<p>Main reason why the position exists, within what context and what the overall end result is.</p> <p>The Registered Nurse (RN), Operating Room; is a member of the surgical team that focuses on identifying and meeting the individual needs of the surgical patients during the perioperative experience. The Registered Nurse delivers care to patients utilizing the nursing process of assessment, planning, intervention, implementation, and evaluation, in accordance with the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU) Standards of Practice; the mission, vision, and values and established policies and procedures of Iqaluit Health Services; and knowledge of the Operating Room Nurses Association of Canada (ORNAC) Standards of Practice. Working in collaboration with the health care team, the RN uses basic and expanded nursing knowledge to address the physiological, psychological, socio-cultural and spiritual responses of the patient of the surgical event, with the objective of maintaining or regaining optimal patient health. The Registered Nurse provides care and support to patients before, during, and after surgery. The Registered Nurse assists the surgeon and the surgical team in their tasks.</p>

3. SCOPE

<p>Describe the impact the position has on the area in which it works, or if it impacts other departments, the government as a whole, or the public directly or indirectly. How does the position impact those groups/individuals, the organization and/or budgets? What is the magnitude of that impact?</p> <p>In addition to general nursing care, responsibilities of the Registered Nurse, Operating Room include (but not limited to): Operating Room (OR), Recovery Room (RR), Day Surgery and Central Sterilizing Room (CSR). Services offered include, but are not limited to, General Surgery, Orthopaedics, Urology, ENT, Gynaecology, Obstetrics, and Dental Surgery. Knowledge of procedures in all areas is required in order to provide quality surgical care.</p> <p>Surgical services are a major activity driver within the hospital. The capacity, effectiveness and efficiency of the surgical team have a major impact on the overall performance of the hospital and on patient outcomes. The incumbent is an integral part of the surgical team and plays a major role in the delivery of surgical services and the achievement of desirable client outcomes.</p> <p>Under the supervision of the Nurse Manager, Operating Room, the Registered Nurse must consistently apply specialized skills and knowledge, be vigilant at all times and apply sound professional judgement while providing patient care throughout the various states of the surgical</p>
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process including Day Surgery, and Recovery Room.

4. RESPONSIBILITIES

Describe major responsibilities and target accomplishments expected of the position. List the responsibilities that have the greatest impact on the organization first and describe them in a way that answers *why* the duties of the position are being performed. For a supervisory or management position, indicate the subordinate position(s) through which objectives are accomplished.

The Registered Nurse, Operating Room is responsible and accountable for providing individualized patient care. Roles include, but are not limited to:

- Advocates for the sedated or anaesthetized surgical patient.
- Serves as a link between surgical suite and the remainder of the hospital to provide continuity of care during all phases of surgery (preoperative, intraoperative and postoperative).
- Organizes activities to focus on the needs of the surgical patient..
- Coordinates the multidisciplinary team within the surgical setting.
- Exhibits clinical skills supported by Perioperative Nursing education and evidence-based research.

The position must exhibit:

- Specialized surgical nursing knowledge including anatomy, physiology, pathophysiology, pharmacology, aseptic technique and assessment skills;
- Professional responsibility and accountability for practice;
- Critical thinking and clinical decision making skills;
- Organizational skills
- Communication Skills
- Teaching and leadership
- Psychomotor skills
- Ability to establish professional working relationships with members of the multidisciplinary team
- Ability to work independently and collaboratively to provide focused patient care
- Provides supportive care to patients, their families and other members of the team.

The position provides a safe work environment, responds to urgent and/or emergent situations in a timely and appropriate fashion and manages the resources of the surgical suite. The position is responsible for ordering and restocking equipment and supplies for the OR, RR, and Day Surgery.

The position is required to apply surgical skills and knowledge in both routine and emergency situations, in the OR, RR and Day Surgery. Strong assessment skills and competency in decision making exercised in a timely manner are required.

The position may be delegated to supervise in the absence of the Nurse Manager.

The position collaborates with other health care team members to ensure patients receive optimal care.

The position performs other duties as required: this includes assisting in other clinical areas where nursing services are provided.

5. KNOWLEDGE, SKILLS AND ABILITIES

Describe the level of knowledge, experience and abilities that are required for satisfactory job performance. *Knowledge* identifies the acquired information or concepts that relate to a specific discipline. *Skills* describe acquired measurable behaviours and may cover manual aspects required to do a job. *Abilities* describe natural talents or developed proficiencies required to do the job. These requirements are in reference to the *job*, not the incumbent performing the job.

- The required level of knowledge is most commonly acquired through a degree or diploma program in nursing
- Registration with the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU)
- Completion of a post graduate Perioperative course from an accredited institute and one year recent experience within an Operating Room setting.
- Current Basic Life Support and annual recertification is a requirement
- The incumbent must be willing to attend/successfully complete the Neonatal Resuscitation Program, Pediatric Advanced Life Support (PALS), Advanced Cardiac Life Support (ACLS), and Nonviolent Crisis Intervention (NVCI) within 4 months of hire. These mandatory certifications are to be renewed as per course guidelines for renewal.
- This position requires extensive knowledge of surgical procedures and anatomy related to varying specialties.
- Knowledge and experience working with adults and children is essential, including the ability to perform independent patient assessments in all areas, and the ability to recognize and report changes in health status of patients in a clear, concise and timely manner.
- Must be able to think in an abstract manner to utilize materials available to address very unusual circumstances during both elective and emergency surgery. This includes the ability to problem solve, and improvise, particularly due to isolation of our location sometimes extended length of time required to obtain office supplies
- Ability to work in a cross-cultural setting is required.
- This is a highly sensitive position. Vulnerable Sector and Criminal Record Check is required.

6. WORKING CONDITIONS

List the unavoidable, externally imposed conditions under which the work must be performed and which create hardship for the incumbent. Express frequency, duration and intensity of each occurrence in measurable time (e.g. every day, two or three times a week, 5 hours a day).

Physical Demands

Indicate the nature of physical demands and the frequency and duration of occurrences leading to physical fatigue or physical stress.

Lifting, moving and positioning unconscious, semi-conscious patients

Moving heavy equipment, instrument sets

Standing for extended periods of time

Frequent periods of “stand-by/on call” is required without identified “rest periods”.

Environmental Conditions

Indicate the nature of adverse environmental conditions to which the jobholder is exposed, and the frequency and duration of exposures. Include conditions that increase the risk of accident, ill health, or physical discomfort.

Exposure to infectious diseases.

Daily exposure to hazardous and/or toxic chemicals and drugs.

Potential for exposure to abusive/combatative patients who are under the influence of drugs/anaesthetics.

Exposure to high stress situations.

Sensory Demands

Indicate the nature of demands on the jobholder’s senses. These demands can be in the form of making judgments to discern something through touch, smell, sight, and/or hearing. It may include concentrated levels of attention to details though one or more of the incumbents’ senses.

Continuous use of all senses to make judgements related to patient conditions. Exposure to audible alarms and sound of equipment motors. Exposure and interpretation of bodily fluids.

Mental Demands

Indicate conditions within the job that may lead to mental or emotional fatigue that would increase the risk of such things as tension or anxiety.

Required to equally participate in “stand-by/on call” after regular work hours.

Completion of work responsibilities (ie. Regular booked cases) along with the addition of emergency cases.

Exposure to physical and verbal abuse/threat from patients who are under the influence of drugs/anaesthetics.

Accommodating the requests of many visiting surgeons and anaesthetists can be stressful in meeting all demands.

7. CERTIFICATION

Employee Signature	Supervisor Title
Printed Name	Supervisor Signature
Date	Date
I certify that I have read and understand the responsibilities assigned to this position.	I certify that this job description is an accurate description of the responsibilities assigned to the position.
Deputy Head Signature	
Date	
I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.	

8. ORGANIZATION CHART

Please attach Organizational Chart indicating incumbent’s position, peer positions, subordinate positions (if any) and supervisor position.

“The above statements are intended to describe the general nature and level of work being performed by the incumbent of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position”.

9. Appendix A – List of Positions and Corresponding Information

Community	Position	Supervisor	Freebalance Code
Iqaluit	10-11671	10-4298	10640-01-2-235-1000000-01
Iqaluit	10-06994	10-4298	10640-01-2-235-1000000-01
Iqaluit	10-05085	10-4298	10640-01-2-235-1000000-01
Iqaluit	10-12399	10-4298	10640-01-2-235-1000000-01