

Job Class Profile: Regional Registered Nurse II**Pay Level: NS-34 Point Band: 1046-1096**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	6	4	6	7	7	7	2	5	
Points	327	100	25	29	210	152	144	43	54	1084

JOB SUMMARY

The Regional Registered Nurse II provides a wide range of health care services including advanced nursing care, continuing care, public health, emergency interventions and coordination of medical services to a remote and geographically isolated region of the province. Care is delivered in a variety of settings including clinic, home, school and other community settings.

Key and Periodic Activities

- Conducts comprehensive physical assessments and communicates the findings to physicians so that accurate diagnoses and treatment can be determined.
- Dispenses and administers medications as per physician orders until the patient can either be transferred to a hospital or is able to obtain their own supply of medication from a pharmacy.
- Provides advanced nursing care as needed (i.e. trauma care, intravenous therapy); arranges transportation to hospital via road/air ambulance and accompanies patients during ferry transport to nearest road ambulance.
- Provides continuing care nursing programs, acute care substitution, chronic disease management, home support assessment and monitoring, and assessment for long term care placement.
- Provides public health programs as per assessed need of individuals, families and community which may include, but are not limited to, pre and post natal care, child health clinics, school based immunization programs, adult and travel immunizations, and health promotion/education activities both for school and community.
- As the sole medical representative in the isolated community is responsible for the coordination of care for both routine and emergency situations.
- Orders and maintains stock supply of medications including narcotics, oxygen, vaccines and other medical supplies.
- Orders office supplies such as paper, pens, fax cartridges and other stationery.
- Performs bi-annual Occupational Health and Safety (OHS) inspections. Attends OHS meetings on a quarterly basis.

SKILL**Knowledge**

General and Specific Knowledge:

- Nursing field to service all age groups
- Childhood and adult vaccinations
- Health promotion activities
- Health maintenance activities for chronic conditions
- Assessment for home support services and placement at long term care facilities
- Specialized procedures (i.e. EKG completion, venipuncture, emergency care procedures relating to labour, cardiac arrest, types of trauma, etc.).
- Patient diagnoses, assessment, and treatment
- Current knowledge of trends, research and developments within nursing and related field

Formal Education and/or Certification(s):

- Minimum: Undergraduate Degree in Nursing
- Registration with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL)

Years of Experience:

- Minimum: 2 – 3 years. Experience in a variety of nursing disciplines for a variety of populations

Competencies:

- Critical thinking, time management, and computer skills
- Operation of various nursing related tools and machines (i.e. EKG machine, automatic defibrillator, Blood Glucose monitor, Oxygen regulators, Nebulizers, weigh scale, etc.)
- Patient physical assessment
- Ethical decision making
- Oral and written communication skills

Interpersonal Skills

- A range of interpersonal skills are used to listen to information and ask questions to collect patient history, communicate complex information, provide support, education, care, comfort, and nurturing to patients and/or their families, instruct/train/teach students, make formal presentations, provide expert advice or counselling, promote or sell products/services/ideas, resolve disputes, coach or mentor, facilitate meetings, deal with upset or angry people and gain the cooperation of others.
- The most important interpersonal skills revolve around patient health and it is frequently necessary to provide patients with information and tools needed to take responsibility of their own health care needs; however, it is also often necessary to intervene with other health care professionals on a patient's behalf to obtain services for that patient. Health promotion and education are ongoing activities and whether presented one on one or in a group setting many types of communication skills are necessary. Communication skills are also necessary in relaying the information obtained during the assessment of the patient to the appropriate physician in order to get an accurate diagnoses and treatment.
- Communications occur with patients, employees within the department and organization, managers as well as with students/trainees, internal executives, professional associations and professional advisors.

- The most significant contacts are with patients to discuss their health care needs, with physicians to discuss patient needs, and with supervisors and managers to discuss work needs.

EFFORT

Physical Effort

- Occasionally, the demands of the job result in considerable fatigue requiring periods of rest and strength and endurance.
- Required to open valves on oxygen tanks which require strength. Required to move people over 50 lbs on stretchers.
- Physical effort also includes constantly sitting, standing and walking to work with patients. Occasionally, works in awkward or cramped positions when in patients' homes to perform wound care or other activities.
- When performing procedures, regularly uses fine finger/precision work to remove foreign objects from eyes, ears and wounds.

Concentration

- **Visual concentration** is required when performing physical assessments. These assessments can take place at any time and anywhere. Frequently patients are seen at times and places where there is decreased lighting. When doing wound care some procedures can take a long time to perform but **visual alertness and concentration** must be maintained to observe for changes in the wound or the patient.
- **Auditory concentration** is required to monitor blood pressure which requires listening closely particularly if in a noisy environment such as during ferry transfers of a patient which can occur frequently. **Auditory concentration** is also required when interacting with patients during assessments and to obtain a patient's history.
- **Other sensory demands such as touch and smell** are required. Determining skin temperature of a wound is very important in assessing wound healing, and the smell of the drainage from a wound can give a great deal of information. As well smell from patient in general can give clues during a physical assessment (i.e. diabetic with sweet smelling breath, smell of alcohol on a patient, etc.).
- **Tasks that are repetitive requiring alertness** include working with patients who are experiencing acute illness or trauma and need to have vitals monitored repeatedly. As generally the only health care professional available, care must be taken to be accurate in monitoring, particularly blood pressure and pulse rate.
- **A higher level of concentration and alertness** is required for the health of others. In emergency situations where non professionals have to be utilized to assist with the situation these people must be given clear and concise instructions so that they do not cause further injury to patient or themselves.
- Experiences **lack of control over the pace of work** when there are **time pressures and deadlines** due to emergencies or crisis situations, or when patients present with complex problems. Emergency situations can arise at any time (i.e. chest pain to motor vehicle accidents), and it may happen during regular working hours or during time off but it must be dealt with immediately. As well when attempting to contact physicians who may be involved with other activities and the emergency may have to wait depending on priorities at the

physician level. As well, more than one emergency situation may arise at the same time and then priority must be given to the more life threatening situation.

- **Eye/hand coordination** is required in many work tasks, such as when doing wound care, removing foreign objects from eye or other body parts, inserting intravenous lines, venipuncture, and placement of EKG leads.
- **Exact results and precision** is required when removing foreign objects from eyes, ears or wound and precision is needed to avoid damaging surrounding body parts.

Complexity

- Tasks and activities are quite different but allow for the use of similar skills and knowledge.
- Problems typically are different but related, are diverse and involve a wide variety of responsibilities and situations, and are unique/multifunctional problems; however, work is performed within defined and standard work processes as per the nursing scope of practice. Occasionally, problems have limited or no guidelines or procedures for support, have limited opportunity for standardized solutions, may require creative problem definition and analysis and development of complex solutions.
- Due to the variety and complexity of problems/diagnoses and age groups there are no typical challenges/problems. Patients present with a wide variety of complaints/concerns that need to be addressed. Diagnoses of these concerns is usually in consultation with a physician and treatment is arranged according to severity and priority.
- Complexities tend to be solved by contacting an on-call physician at the closest hospital or patient's family physician, or contacting management personnel depending on the nature of the problem (i.e. public health nurse manager, Continuing Care nurse manager, Patient Services Manager, and various Consultants are also available through telephone or e-mail in specific specialty area, i.e. wound care, reproductive health, nutrition, injury prevention and parent and child health). As well, updated organizational policy and procedures are located on the Intranet, and there are also ARNNL Standards of Practice.

RESPONSIBILITY

Accountability and Decision-Making

- The structure of the work tasks and activities are highly autonomous due to the isolated work location.
- Works independently in terms of patient assessment, treatment and education. Orders required medical, pharmacy and office supplies, and can decide to work overtime as patients are able to call the nurse at home and they are assessed via telephone, visit and the need for the patient to be seen is determined.
- Requires approval from the manager to purchase any new equipment for the clinic and to attend educational training sessions.
- Practically all work tasks require a high degree of independent discretion and judgement. The Regional Registered Nurse II works alone in a remote community with the main method of contact being via telephone to a physician. The nurse must determine when it is necessary to contact the physician and then through consultation determine what treatments are necessary for the patient.

Impact

- The Regional Registered Nurse II works in a single person clinic; therefore, the work activities have a significant impact on patients, the immediate work area, and within the organization. Required to be on call 24 hours a day, anything can happen at any time, and situations must be dealt with as they arise. Tasks need to be given priority as they arise and completed depending on the priority they are assigned.
- Work activities impact on resources such as equipment, processes and systems, finances, facilities, material and human resources, corporate image, and health and safety.
- The work activities could negatively or positively impact on the quality of care provided to patients and their families. Any errors made will be felt directly at the patient/nurse level as any mistakes would involve a health care patient.
- A medication error would be one of the most likely errors to occur in this position, since this is a single practice position. Other errors can be made in the diagnoses of a particular condition and either determining the wrong treatment or determining no treatment be given. Errors are typically identified by the nurse as it is the sole practitioner within the clinic and are resolved within hours of identification.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- Provides development and leadership responsibilities such as on-the-job advice, guidance, direction, feedback, orientation for new employees (replacements for summer vacation, etc.), and formal classroom training. During mass immunization clinics or events, performs a project lead role.

WORKING CONDITIONS

Environmental Working Conditions

- Required to use protective cautions such as the wearing of gloves, masks, gowns, and to take preventative measures against the spread of diseases/infections through proper hand washing techniques.
- There is a limited likelihood of receiving minor cuts, bruises or acquiring minor illnesses (i.e. flu's, chicken pox, stress, etc.), fracture or other injuries, and receiving a partial or total disability, if all safety precautions are undertaken.
- There is constant exposure to isolation, adverse weather conditions (on call 24 hours a day and may have to travel to a patient's home), travel and sharp objects. There is regular exposure to bodily fluids/waste, infectious diseases, and odours. Occasionally, there is exposure to unusual distracting noise (when on ferry to transport patient and during clinic), dirt/dust/filth (in patient's homes), glare, fumes, limited lighting, hazardous chemicals (some medications), toxic or poisonous substances, wet or slippery surfaces, and awkward or confining work spaces.