

Job Class Profile: **Registered Nurse IC**

Pay Level: **NS-31** **Point Band:** **893-943**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	5	8	5	5	5	2	6	
Points	280	83	32	38	150	108	103	43	64	901

JOB SUMMARY

The Registered Nurse IC is responsible for providing professional standards of nursing care for patients. Work is performed in an area of specialization typically found in ICU/CCU, Emergency, Operating Room, and Labour and Delivery performing comprehensive nursing skills at an advanced level of expertise and autonomy. Work involves assessment, evaluation, and implementation of a plan of care in collaboration as part of a multidisciplinary healthcare team often in critical situations. May be assigned on a shift basis as an in charge nurse or team leader.

Key and Periodic Activities

- Provides continuous advanced assessment, monitoring, and triage as necessary.
- Performs specific intervention or assessment treatment to address presenting condition, i.e. chest pain (Electrocardiogram - ECG), seizure (airway protection), administers medication and oxygen, fetal monitoring, and is a primary responder during cardiac arrest situations and performs cardiopulmonary resuscitation (CPR), defibrillation, IV insertion, medication administration. Other intervention treatments include assessing and determining suitable treatment for psychiatric patients (i.e. constantly observe suicidal patients and whether to sedate manic patients).
- Implements interventions as per physician's orders (i.e. oral/muscular intravenous medications, IV therapy, arterial blood gases, wound dressings, epidural anesthesia, catheter insertions, etc.).
- Assists physicians with medical procedures and tests (i.e. suturing, arterial line insertion, pelvic exams, conscious sedation, casting and intubations, prepping patients for procedures, tests, and surgery).
- Performs/arranges, evaluates, and interprets diagnostic tests and procedures (i.e. X-rays, EKG, cardiac rhythms, blood work, nonstress tests, etc.).
- Checks, prepares, and uses advanced machinery/equipment (i.e. cardiac and zole monitors, prismaflex continuous renal replacement therapy, external pacemaker, etc.), interprets data and responds appropriately.
- Adjusts prescribed IV infusions to maintain patient's condition and seeks further intervention when needed.
- Acts independently to assess and treat patient in cardiac arrest until physician arrives.
- Provides emotional support, and comfort to grieving family members and arranges support from other disciplines (social work, clergy).
- Receives and dispatches 911 calls for ambulances for emergency and urgent calls. Provides telephone medical guidance and advice to callers as necessary (i.e. CPR instructions, poison control, medical advice, and families inquiring about patients, police calls, clarifying medications from pharmacy).
- May perform various roles in the operating room (i.e. scrub and circulating nurse), which involves

Key and Periodic Activities

- assisting surgeons with surgeries, keeping track of ongoing procedures, monitoring blood loss, counting surgical supplies, inserting urinary catheters, applying compression devices, padding pressure points, assuring good alignment of the patient, and checking patient's positioning with the healthcare team. Also assists the anaesthetic department with induction and intubation, and insertion of IV arterial and central lines. Responsible for charting and documenting all aspects of the surgery.
- Assists or performs personal care to patients related to daily living care (i.e., feeding, bathing, toileting, dressing change, etc.)
 - Communicates health promotion techniques, educates and/or counsels patients and families regarding diagnoses, care, procedures, tests, breast feeding, etc. May also facilitate or deliver educational topics to team.
 - Monitors, treats, and advocates patient's plan of care. This includes reviewing charts, assessing changes in condition, symptoms, needs, and concerns, documenting and communicating pertinent information, and maintaining accurate and detailed records.
 - Admits/discharges patients, attends patient rounds, and carries out physician orders.
 - Consults and co-ordinates with multidisciplinary healthcare team to evaluate, develop, and implement care plans.
 - May work as an in charge nurse with responsibility to organize the patient's plan of care assignments to other nurses, supervise the completion of work tasks, co-ordinate the transfer of patients into and out of the unit/facility, and guide the working relationships amongst the staff.
 - Arranges for transports and escort patients transferred to another facility via ambulance/air ambulance and provide necessary care on route.
 - Stocks a variety of medical carts (i.e. medication, central and arterial line, pacemaker, IV, dressing, and crash carts) and checks expiry dates of medications and sterile supplies.
 - Provides quality control testing on equipment (i.e. emergency cart, glucometers, machines, cardiac arrest cart, defibrillator, temporary pacemaker, etc.)

SKILL

Knowledge

General and Specific Knowledge:

Knowledge of:

- Nursing and related organizational and professional policies and procedures.
- Ethical issues.
- Advanced equipment and technology, disease processes, therapies and drug treatments.
- Nursing trends, research, and developments in a broad range of disciplines.

Formal Education and/or Certification(s):

- 3 Year Diploma or Undergraduate Degree in Nursing.
- Professional Designation of R.N. (Registration with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) .
- Attends and receives continuous advanced training and education which may require recertification (BCLS, Advanced and Pediatric Cardiac Life Support (ACLS and PALS), Neonatal resuscitation (NRP), defibrillation, EKG interpretation, critical/intensive care required training (up to 4 months).

- May require certification or post-basic courses in a particular specialty practice area.

Years of Experience:

- Minimum: 1 – 2 years of related nursing experience.

Competencies:

- Professional responsibility and accountability.
- Critical thinking and assessment skills.
- Triage assessment.
- Certified to perform advanced procedures, treatments, and use advance technology and equipment/machines.
- Ability to communicate effectively often during very difficult and emergency situations.

Interpersonal Skills

- A wide range of interpersonal skills are used to listen to information, ask questions, provide routine information and direction to others, provide care, comfort or nurturing, instruct/train/teach (patients and students), conduct formal interviews (patient history), provide expert advice or counselling, resolve disputes, deal with upset/angry people and gain the co-operation of others.
- Communications occur with the patients (to continuously assess condition and provide appropriate care); physicians, employees within the immediate work, families, other members of the healthcare team, and supervisors, as well as other members of the healthcare team outside the department. Other interactions occur with students, sales representatives, professional associations and advisors (Professional Practice).
- The most significant contacts are with patients to listen and collect confidential information, work as part of a team to deliver care, provide comfort, and communicate effectively with patient, families, and team often during higher than normal stressful conditions.

EFFORT

Physical Effort

- The demands of the job constantly results in considerable fatigue, requiring periods of rest.
- Lifts supplies, equipment, up to or between 10 to 50 lbs., (i.e. beds, stretchers, furniture (i.e. chairs, stools), carts, pumps, portable monitors, oxygen tanks, IV bags, etc.). Also, regularly requires strength and endurance to perform lifts (may use mechanical lifts or sliding board for assistance), perform CPR, patient transfers, move (reposition), support patient in labour, and turn (non responsive or patients with limited mobility greater than 50 lbs.) for procedures and treatments.
- Standing, walking, or sometimes running to respond to medical codes is required on a constant basis as well as pushing/pulling objects/machines (IV poles, wheelchairs).
- Physical effort includes regularly using fine finger/precision work requiring accurate control and steadiness and gross motor skills when assisting surgeons in surgery with procedures (i.e., cast application) and which requires constant balance, or performs interventions such as IV and catheter insertions, and gives injections. Regularly, works in awkward or cramped positions when assisting physicians in surgical cases/procedures and tasks which may involve holding a patient in place for long periods of time, or when having to restrain a patient. Occasionally, sits to review diagnostic test results on a computer and to document a patient's medical chart.

Concentration

- **Visual** concentration is required when monitoring patients (including neonates) for any changes in

condition (i.e. their appearance, color of skin, level of consciousness, pupils reaction to light, reflex responses, breathing patterns, amount of fluids from drains and catheters, any changes in vital signs of ECG rhythms, and electronic fetal monitor – abnormal patterns or changes). Visual concentration is also required to write in charts/reports and to document on computer, prepare medications, perform procedures (remove sutures, dressing changes), read equipment/monitors such as rhythm when cardiac monitoring, conduct treatments and tests (i.e. EKG), prepare and administer medications, and to transcribe physicians orders.

- **Auditory** concentration is required to listen to patients and families when providing information (i.e. medical history, describing symptoms, etc.), for alarms, machines such as ventilators, feeding pumps, patient assistance and call bells. Also, auditory concentration is used to conduct assessments (chest and heart sounds, listen to fetal heart monitor), listen to information/details from co-workers and physicians when assisting in surgery.
- Other sensory demands such as **touch** is required to check temperature changes, to palpate pulses, abdomen, or to feel the body for physical abnormalities (fractures, labour status), patient's grip and legs to determine strength, to perform assessments and to provide comfort and care. **Smell** is used to detect alcohol/drugs, illness/stress (odours from wounds/breath/poor hygiene), or to detect possible allergens (perfumes, food).
- Work is subject to **time pressures and deadlines** during emergencies (i.e. cardiac arrest, during surgery, caesarean-sections, and caring for acutely ill patients).
- **A high level of concentration** is required when conducting assessments, observing patients under critical situations, assisting in surgeries, documenting charts, administering or counting medications, setting up and using equipment (i.e. IV, blood pressure, catheter, etc.), and providing patient care. **Higher than normal levels of alertness and attentiveness** are required due to the typical critical nature of the patient's conditions.
- Requires **exact results and precision** when performing procedures using fine instrumentation, assisting in surgery (holding cameras in place, when counting surgical items/instruments used), measuring medications, giving injections, and when monitoring fetal care.

Complexity

- Performs a series of tasks and activities that are different/unrelated and require a broad range of skills and a diversity of knowledge.
- Complexities range from tasks that are repetitive/well-defined and simple to solve by following procedures/guidelines or in a team setting, to tasks that have a wide variety of responsibilities and situations, that have a limited number of solutions. In addition, occasionally, is required to solve complex issues related to a patient's condition independently. This may occur in emergency situations, after hours when there is a limited number of staff, or when physicians may not be available.
- A typical challenging problem is that patients have multiple physical and complex health issues that require critical thinking and judgement. This also requires quickly identifying the cause of the critical incidents and intervening while keeping in mind the complexity of how the health issues may impact on each other. Another typical problem is handling large volumes of patients with high acuity (i.e. suicidal patient who needs constant observation, sexual assault cases requiring notification to police, social worker, etc.), and when there are multiple surgeries and delays due to unavailability of supplies or equipment.
- Complexities tend to be solved by obtaining advice or through discussion with other nurses (i.e. Registered Nurse II during day shift), physicians, and collaboration with other healthcare team, following guidelines such as infection control, ARNNL and Canadian Nursing standards, policies,

procedures, directions, and supervisors.

RESPONSIBILITY

Accountability and Decision-Making

- Tasks are generally prescribed and controlled based on professional standards, policies, and procedures.
- Makes independent decisions regarding the health and safety and certain treatments of patients. For example, works in a practice area where there are medical directives that give nurses permission to carry out certain investigations and procedures based on patients symptoms and gives them discretion to involve a physician or social worker (i.e. adjust advanced or pain medications, in order to stabilize the patient). In a medical situation, can exercise discretion and judgement when assessing patients for possible causes (i.e. do an EKG, assess for bleeding, do blood gases, interpret results of fetal monitoring), and quickly act to resolve the problem (i.e. give extra fluid, adjust medications), before calling a physician. As well, during emergency situations (i.e. code 9 –heart attack), makes decisions around using a defibrillator, administer life saving drugs, work as a team leader during a code, or isolate a patient for infection control reasons. In addition, can decide, following the triage scale, as to how quickly a patient receives assessment by a physician. In some departments, can request a co-worker or support staff back to work, or call the pharmacy for supplies, and make changes to surgical schedules or a patient's treatment appointment day or time.
- In some departments, approval is required from a physician for changes to a patient's plan of care (i.e. medication, activity, or dietary changes), and supervisory approval for capital supplies, equipment purchases, policy changes, replacement of broken equipment, and depending on the area, staffing movements or replacements, and overtime.
- Exercises a high degree of discretion and judgement around a patient's care during emergencies, treatments, deliveries, or when there are errors affecting their care. There is a higher level of discretion and judgement used during sensitive or critical situations (i.e. suspect of abuse, sexual assault, etc.), or in some departments during evenings and weekends when there is limited supervision.
- Provides information, advice, recommendations such as a patient's condition, and treatment within the parameters of the organization's confidential policies.

Impact

- This work has direct impact on patients/families, immediate work area, within the department, and the general public.
- Activities can either negatively or positively impact on the quality of care provided to the patient.
- Resources impacted include equipment, processes and systems, information if there is a confidentiality breach, finances, material if instruments are contaminated and human resources, and health and safety. The most significant impact is on the patient, the treatment and information provided to them, and their health and safety.
- Tasks are generally prescribed and controlled based on professional standards, policies and procedures. The types of error that could occur is a medication error, incorrect or missed physician orders, misinterpretation or failure to detect fetal distress, improper transcription of orders, or a procedure performed on the wrong patient which either of these could be fatal; however, this is mitigated through the double checking of medications being administered and physicians orders, and the highly documented care plan. Requires licensure to practice and professional activities are

monitored through a professional association. Problems are typically resolved within hours of identification.

Development and Leadership of Others

- Does not provide supervision of staff; however, has clinical nursing supervisory responsibilities of staff when in charge on a per shift basis.
- Provides on-the-job advice, guidance, acts as a preceptor, and mentors students or new nurses. Also orientates and trains students and/or new co-workers.
- Additionally, may be a team lead responder during emergencies, codes, a technical mentor, or perform as an in charge nurse and delegate/allocate tasks, organize and co-ordinate patient/nurse assignments, some staffing functions, check the work of colleagues/students, and provide input to the manager on staffing or recruitment.
- May also be required to perform work as a project leader, or a technical expert and responsible to teach others regarding new procedures and/or equipment (i.e. ACLS responder, surgical procedures).

WORKING CONDITIONS

Environmental Working Conditions

- Required to use protective equipment such as gloves, goggles, masks, gowns, appropriate footwear, take preventative measures against the spread of diseases/infections (hand washing) and exposure to radiation, and are also required to practice safety techniques such as Back Injury Prevention Program (BIPP), or use mechanical lifts, and/or sliding board to move patient, or to obtain assistance when handling/treating aggressive patients.
- Given that all health and safety regulations are followed there is a limited likelihood of incurring an injury, or occupational illness resulting in a partial or total disability and a moderate likelihood of receiving minor cuts, bruises, acquiring minor illnesses from this work or incurring an injury/occupational illness.
- There is constant exposure to physical hazards, health and safety risks and undesirable characteristics in the environment such as unusual distracting noise (surgical drills and movement of heavy equipment), conditions such as odours, bodily fluids/waste, infectious diseases (i.e. HINI, MRSA), and sharp objects (needles). There is often limited ventilation and lightening and regular exposure to wet or slippery surfaces, glare from computers or monitors, physical danger and threats (i.e. upset/aggressive, mentally or medical ill patients) and working in awkward or confined workspaces. Occasionally, there is lack of privacy and exposure to dirt/dust/filth, electric shocks from defibrillators, radiation from portable x-rays, and hazardous chemicals (i.e. chemotherapeutic agents, formalin, and javex). May occasionally have to travel with a patient to another institution for admission/testing and this may be during adverse weather conditions.