

**Job Class Profile: Registered Nurse IID****Pay Level: NS-33 Point Band: 995-1045**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	7	3	3	7	7	6	2	3	
Points	327	117	19	14	210	152	124	43	32	1038

**JOB SUMMARY**

The Registered Nurse IID is responsible for providing regional leadership in the planning, coordination, implementation, and evaluation of a Wound and Skin Care Program. The work provides ongoing support, education and clinical expertise to physicians, nurses, members of the interdisciplinary team, and other stakeholders involved in the prevention and management of wounds.

**Key and Periodic Activities**

- Leads the planning, development, implementation and evaluation of a comprehensive regional Wound and Skin Care Program in consultation with various agencies and groups. This involves developing a regional wound care framework, completing program proposals, communicating advances and challenges of the program, assisting in the planning and allocation of budgetary funds, providing direction in the acquisition of resources, evaluating existing products and services, monitoring trends in practices, identifying and initiating quality assurance activities, and developing applicable policies and procedures, education materials, and standardizing evidence-based documents and forms.
- Provides expert clinical consultation and care for people of all ages in the area of wound and skin care including prevention maintenance and treatment. This involves providing consultation on issues, assessment of patients, conducting history and physical examination, recommending diagnostic tests and treatment, completing advanced care interventions, evaluating recommendations and interventions, monitoring treatment, and documenting all components of the consultation.
- Develops wound care related educational programs and resource materials for healthcare related students and members of the interprofessional team including physicians, nurses, allied health professionals within and external to the organization.
- Leads and coordinates the regional intervention clinic for the Wound Intervention Program. This involves developing goals and objectives and operational plans for the clinic, referral processes, and practices and guidelines. During clinic sessions, screens patients, consults with members of the professional team as appropriate, refers patient for diagnostic tests and to experts in other professions (i.e. Orthotics), and determines if and when follow-up appointments are to be made.
- Participates in research utilization which involves interpreting, disseminating, and identifying clinical practice research findings, and initiatives. Conducts nursing research and participates in interdisciplinary research activities, promotes the integration of research, evaluates and updates wound care practices in response to research findings, monitors trends in practices, compiles statistics, and makes recommendations based on trends.

### Key and Periodic Activities

- Attends, participates, or presents at wound care educational programs and regional, provincial, national and international conferences.
- Delivers specialized knowledge of wound care to staff, clients, families, and communities which include collaboration with members of the interprofessional team to determine learning needs, conducting interviews to determine education needs, and utilizing appropriate teaching methodologies to meet individualized learning needs. Also compiles, interprets, and revises education sessions based on evaluation data.
- Attends, participates, and may chair professional activities/committees at the regional, provincial, and national level.
- Markets the roles and responsibilities of the Regional Wound and Skin Care Program through the formal process of presentations to various groups.
- Serves as an educational resource for healthcare providers and a preceptor for students.
- Collaborates with organizations regarding accreditation mandated processes, best practices, and professional standards.

## SKILL

### Knowledge

#### General and Specific Knowledge:

- Therapeutic, assessment and diagnostic technology
- Quantitative and Qualitative Research
- Statistical Analysis
- Program Development
- Adult Learning Principles
- Primary health care principles (pathopathology, anatomy, pharmacology)
- Therapeutic practices and treatment in wound care
- Infectious disease
- Laboratory analysis and interpretation
- Advanced physical assessment

#### Formal Education and/or Certification(s):

Minimum: Graduate Degree in Nursing

- Professional Designation of R.N. (Registration with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL))
- Certification or post-basic diploma in Wound Care Management (Up to one year in length)
- Attends and receives continuous advanced training and education which may require recertification

#### Years of Experience:

- Minimum: 4-5 years of experience with experience in the wound care management

#### Competencies:

- Professional responsibility and accountability
- Nursing practices, treatments, and modalities

- Ethical decision making
- Ability to communicate effectively
- Critical thinking and clinical decision making

### Interpersonal Skills

- A range of interpersonal skills are used to listen to information, ask questions, obtain or give expert advice, or to consult with others regarding complex information including information about wound care management, or to develop programs, policies, practices, etc. Also used to advocate for the patient and the service, provide counselling, conduct a patient history, collect confidential information, and provide care, comfort or nurturing to patients. Also mentors, instructs/teaches or gives formal presentations to students, staff, and community groups, professionals in and outside the province, and chairs committees. In addition, resolves disputes, manages upset/angry people, and encourages the cooperation of others on decisions regarding the speciality area.
- Communications occur with patients, families, physicians, manager, and the interdisciplinary team. Interactions also occur with professionals, stakeholders, executives, and government officials within and outside the province, professional associations and advisors (i.e. Professional Practice, clinical educators), contractors, and sales representatives regarding the equipment and products of the service.

## EFFORT

### Physical Effort

- Occasionally, the physical demands of the job result in considerable fatigue, requiring periods of rest.
- Occasionally moves or lifts equipment and supplies up to 10 lbs (i.e. charts, presentation material), and when consulting with patients performs assessments and may have to reposition/move and/or lift patients (may use mechanical lifts or sliding board for assistance) over 50 lbs. When performing clinical activities, occasionally pushes and pulls patients over 50 lbs on stretchers and wheelchairs.
- When performing clinic activities or doing presentations, regularly stands or walks; however, when performing program responsibilities or conducting research, regularly sits to complete computer work, document and prepare charts, prepare presentations, and counsel patients. As the work involves regional responsibilities, regularly required to drive from site to site to provide education and consulting services.
- Physical effort may include regularly performing fine finger/precision work with machines such as a doppler that require accurate control and steadiness to perform procedures or interventions (i.e. sharp conservative debridement).

### Concentration

- **Visual concentration** is used to assess or perform procedures on a patient (i.e. assess wounds or to debride them which is to remove dead, damage or infected tissue using a scalpel), to assess and diagnosis conditions and treatments through images seen on high-resolution cameras, and to read and perform work on the computer.
- **Auditory concentration** is required to conduct lengthy patient interviews (some via telephone

requiring a headset), or to listen to questions from other members of the healthcare team, provide advice, or for understanding and reflecting back information that is being given.

**Auditory concentration** is required when conducting assessments (i.e. listening with a doppler to determine level of circulation in arteries based on sound of pulsation).

- **Other sensory demands such as touch and smell** are used to complete comprehensive assessments (i.e. touching and smelling wounds to classify and determine quality of wound base or types of bacteria present in the wound).
- **A higher level of concentration and alertness** is required when conducting assessments and when performing surgical procedures depending on the medical condition, and the age of the patient.
- Often has **lack of control over the pace of work** when there are **time pressures and deadlines** from various stakeholders requiring information about wound care management. Examples of **time pressures and deadlines** are writing budget proposals, completing annual reports, working on accreditation requirements and other program related responsibilities. Clinical pressures and deadlines include dealing with urgent patient consults and meetings, addressing multiple requests for education or expert opinion on speciality area or particular patient situations.
- **Eye/hand coordination** is required when performing surgical procedures (i.e. sharp debridement, wound assessments), or performing other clinical interventions and treatments.
- **Exact results and precision** is required when performing surgical procedures (i.e. conservative sharp debridement, and when performing wound assessments, as it requires searching (probing) for wound depth not visible to the eye.

### Complexity

- Work tasks and activities are different/unrelated and require a broad range of skills and a diversity of knowledge.
- Work involves providing regional leadership in the planning, coordination, implementation, and evaluation of a Wound and Skin Care Program including ongoing support, education and clinical expertise to physicians, nurses, members of the interdisciplinary team, and other stakeholders involved in the prevention and management of wounds. Developing a regional wound care framework, completing program proposals, communicating advances and challenges of the program, evaluating existing products and services and monitoring trends in practices requires consideration of a wide range of unrelated factors/issues and their interdependencies. Responsible for identifying and initiating quality assurance activities; developing applicable policies and procedures and evaluating and updating wound care practices based on clinical research and trends in practice.
- Typical complexities are assessing patients' with multisystem diseases, developing or determining a plan of care for a patient's particular condition, taking into consideration the physical, ethical, and financial situations of that patient. The challenges involve determining methods of acquiring necessary resources and advocating for areas that are lacking. Other examples involve researching, developing program proposals, and attending meetings to lobby for resources and funding.
- Complexities tend to be solved by obtaining advice or through discussion with regional and provincial committees, professionals such as physicians, other nurses, therapists, dieticians, manager, and collaborating with members from the Canadian Association of Wound Care,

networking throughout the province, and Canada. Other references include ARNNL standards/guidelines, internet, organizational policies, procedures, textbooks, and journals.

## RESPONSIBILITY

### Accountability and Decision-Making

- Work tasks and activities are generally not prescribed or controlled.
- Works independently and is accountable for gathering and relaying information, developing policies, procedures, and processes related to the speciality area. Accountable for the recommendations provided, has significant input into the budget information, and is able to use funds as appropriate to acquire the resources for the speciality area.
- Supervisory approval is required for travel expenses and approval of the final wound care budget.
- Has some discretion regarding patient care based on professional, ethical standards, and within their scope of practice. There is some discretion and judgement used when performing surgical procedures (i.e. sharp conservative debridement) and decisions related to when to involve a physician or other members of the interdisciplinary team. Discretion and judgment are also used when consulting and assessing patients, and decisions regarding travel within the region to see patients. There is a high degree of discretion and judgment used when consulting with patients, providing wound care education, conducting research and patient education, developing educational resources and material, advocating for staff and patients, and coordinating patient care. Also has a high degree of discretion regarding decisions related to the types of committees to be involved with, scheduling of patients, and where/when to conduct education sessions.
- Provides information, advice, and recommendations to physicians, the manager, and members of the interdisciplinary team including the staff, patients, their families, community, executives, and government departments.

### Impact

- Work activities have a significant impact on the patient, the immediate work area, within and outside the department/organization.
- There are positive and negative impacts resulting from the decisions made on the quality of care provided to the patient, the specialized service, or department. The most significant impact is on the patient, their treatment and information they receive, and their health and safety.
- There are also impacts on resources such as equipment and finances (i.e. decides what equipment and supplies to use, purchase or store in the facility), processes and systems, information, (i.e. develops information and distributes it throughout the organization and includes policies, procedures, posters, brochures and information on the internet), health and safety, corporate image (i.e. sees and communicates with patients and staff throughout the region). Work tasks are evaluated through the documented process of the patient care plan and are based on professional standards, policies, and procedures. However, has autonomy to make clinical and work-related decisions for the Wound and Skin Care Program independently.
- The types of errors that could occur are with patients such as putting the patient on a wrong treatment regime, failing to use sterile techniques when performing procedures, applying pressure dressing incorrectly, or failure to recognize a patient with a wound also has other

undiagnosed diseases such as diabetes. Errors are somewhat mitigated, as the work requires licensure to practice and their professional activities are monitored through their professional association. These errors may be detected by the incumbents, other nurses, physicians, or through the highly documented patient care plan.

- Problems are typically resolved within hours of problem identification; however, depending on the error, problems may take longer to identify and resolve.

#### **Development and Leadership of Others**

- Not responsible for the supervision of staff.
- Does provide development and leadership responsibilities such as on-the-job advice/ guidance, direction, orientation, feedback, training to students, and formal classroom-type training. Additionally, provides team lead or project responsibilities such as leading the development of the program, serving on various regional, provincial, national, and international committees, acting as a technical expert for the speciality area, providing expert advice province wide and education and training to staff, community, and government officials. Also conducts or participates in projects (i.e. epidemiological and demographic research).

### **WORKING CONDITIONS**

#### **Environmental Working Conditions**

- Required to use protective equipment when consulting with patients such as gloves, gowns, masks, face shields, and take preventative measures against the spread of diseases/infections (hand washing). Also, there is a requirement to practice safety techniques, i.e., Back Injury Prevention Program (BIPP), to use mechanical lifts, and/or sliding board for lifting or moving patients, and to dispose of used sharp instruments in appropriate sharp containers.
- There is a limited likelihood of receiving minor cuts, bruises, acquiring minor illnesses, fractures or other injuries, or receiving a partial or total disability, if all safety precautions are undertaken.
- Works in an environment where occasionally, there is exposure to unusual/distracting noise, glare from the computer or lighting in the examination room, toxic or poisonous substances, hazardous chemicals, and wet or slippery surfaces. Regularly, there is exposure to bodily fluids and waste, infectious diseases, lack of privacy when giving treatments, discussions, and sharing confidential information. Occasionally, there is exposure to physical danger and threats (i.e. from upset/aggressive patient and family members) and is required to travel to other facilities to consult with patients or to give presentations, sometimes during adverse weather conditions.