



REGISTERED NURSE-EMERGENCY (Job Id 1059 & 1060)

LOCATION	UNION	WORK TYPE
St. Mary's General Hospital	ONA	TFT & PT
POST DATE	CLOSE DATE	ASSIGNMENT END DATE
4/30/2021	5/7/2021	9/30/2022
SHIFT	# OF OPENINGS	MIN/MAX HOURLY RATE
12 hours	2	\$33.90-48.53

St. Mary's General Hospital's renewed vision of 'Inspiring excellence. Healthier Together' lays out a plan for growth, and innovation that will keep pace with the community and region that it serves. It also reflects our strong culture and values of compassion, respect, inclusion, integrity, collaboration and innovation that we bring to each interaction with patients and each other within the hospital and extends that commitment to how we will work with our partners across the health system. When you join St. Mary's, your contribution will make a positive impact to the quality of life for patients and families. You will contribute to our mission: Living the legacy – Compassion. Faith. Discovery.

New employees must provide documentation of a 2-step TB screening, as well as proof of immunity to measles, mumps, rubella, and varicella (chickenpox) prior to their start date at St. Mary's General Hospital. **Staff will require clearance from Employee Health and Wellness before they are able to begin any position within SMGH.**

Position Summary:

The Emergency Department nurse provides episodic patient care to those experiencing life-threatening health crises within a patient/family centered model. Incumbents, in this role, are responsible for providing complex, intensive and continuous care utilizing their advanced knowledge, critical thinking, problem solving, leadership, advocacy and judgment skills in an intense and demanding environment.

Position Responsibilities:

- The Emergency Department nurse is responsible for the planning, implementation, and evaluation of complex and demanding patient care for designated patient assignment. Based on knowledge of nursing, biological, physical, psychosocial and behavioural sciences, the nurse continuously analyzes data in an effort to: prioritize and problem solves, formulate a plan of care, and provide evidenced based interventions to meet the patient's needs.

- Prioritizes nursing care for assigned patients based on assessment data and identified needs.
- Monitors, interprets, and evaluates patient specific data including assessment findings and results from laboratory and/or diagnostic testing. Adjusts care within designated parameters and seeks input from physician as required.
- Performs therapeutic or diagnostic procedures based on nursing standards, clinical best practices and hospital protocols/policies.
- Consults and coordinates care with health care team members. Collaborates with other health professionals to revise treatment plans based on identified needs and assessment data.
- Communicates accurately and effectively with patient and their family members as well as interdisciplinary team members.
- Educates patient/family members and advocates for the needs of the patient.
- Maintains accurate clinical records. Documents concisely, accurately and completely in a timely manner. Documents medical history, assessment findings, treatment plans, interventions, outcomes and plan revisions according to College of Nurses, St Mary's General Hospital and departmental standards.
- Assists physicians in performing specialized procedures.
- Monitors, adjusts, and maintains specialized equipment and has the ability to use advanced technologies.
- Responsible for medication administration via oral, subcutaneous, intravenous, intraosseous, and gastric routes.
- Responds to life threatening and emergent situations. Participates in or initiates CPR and Codes when necessary.
- Participates in ongoing education to keep abreast of changing techniques in Emergency Nursing care. Maintains a high level of expertise through participation in formal/informal education programs.
- Responsible for initiating departmental Medical Directives as indicated.

Position Requirements:

- BScN or equivalent
- Registered in good standing with the College of Nurse's of Ontario
- Minimum of two (2) years recent emergency department experience
- Certification in Emergency Nursing or equivalent
- Current BCLS certification—maintained annually
- Advanced clinical assessment skills and demonstrated leadership skills
- Ability to critically think, problem solve, prioritize and adapt to rapidly changing circumstances
- Excellent verbal and written communication skills
- Medication administration – oral, subcutaneous, intravenous, intraosseous and gastric routes
- Experience maintaining a sterile field during procedures (including physician assisted procedures)
- Skills using/troubleshooting various technological medical devices – familiar with and/or willingness to learn different types of equipment in ER (e.g., continuous cardiac monitoring/pacemakers and ventilation equipment)
- Positive work record and good attendance record
- Professional demeanour in every interaction in the work environment
- Self-directed learner and demonstrated commitment to continuous learning

- Committed to completing the following courses within the designated timeframes: ACLS within 3 months of hire and renewal every 2 years; 12 lead EKG within 6 months of hire; Physical Assessment within 18 months of hire

Preference will be given to applicants with the following additional qualifications:

- Completion of OHA recognized Triage Course
- Completion of Emergency Nursing Certificate
- Intravenous card or eligibility for certification
- Crisis Intervention Training
- Defibrillation and lifesaving drug certification
- Completion of Basic Cardiac Assessment course with proven proficiency at reading and interpreting a cardiac monitor, pulse oximetry

All interested applicants are to email their resume and cover letter to recruiting@smgh.ca quoting the JOB ID # in their subject line.

SMGH fosters a culture of inclusiveness, patient and staff safety. All reasonable accommodations will be made for this position.

Application Instructions:

*As per the collective agreement, the internal recruitment process will be completed prior to the consideration of external applications.

Accommodations are available during all stages of the recruitment process in accordance with the Human Rights Code. SMGH requires all new hires to submit a valid Criminal Record Check that may include a Vulnerable Sector Screen prior to start date.

SMGH is committed to complying with the Accessibility for Ontarians with Disabilities Act (AODA) to provide an inclusive, barrier free workplace. We will accommodate the accessibility needs of individuals with disabilities to support participation in all aspects of the recruitment process. Should you require this accommodation, please email recruiting@smgh.ca.

We would like to thank all candidates in advance for their interest and only those candidates selected for an interview will be contacted. Due to the volume of applications we receive, we are unable to confirm the receipt of individual applications or resumes.