

Perioperative Nurse Manager (Operating Room) – Etobicoke, Ontario

The Perioperative Nurse Manager is responsible for effective, efficient and safe patient care services while managing human and environmental resources in the operating room. As the Nurse Manager, you are responsible for the clinical practice of all professional staff (RNs and RPNs), and ancillary support staff. The Perioperative Nurse Manager will act in accordance with the ORNAC standards and scope of practice pertaining to the perioperative patient as well as in accordance with facility policy and procedure. This individual must possess the skills, knowledge and experience to assess, treat and teach patients undergoing a variety and combination of operative procedures. The Nurse Manager must demonstrate a professional and caring approach in dealing with clients, co-workers and supervisors and possess critical thinking and assessment skills.

Key Responsibilities:

- Reports directly to the Director of Operations and a dotted line to the Medical Director
- 25 - 30 direct reports
- Activities associated with direct patient care, Admitting and Recovery
- Huddles with staff at the start of each shift, identifying high-risk patients who require special attention
- Conducts regular staff meetings to ensure communication with staff about progress, changes and compliance with all company policies and procedures
- Communicates to nursing leadership concerns or issues identified during huddle and throughout the shift
- Initiates service recovery for patients and family members who have concerns and escalates to Assistant Clinical Director or Assistant Admin Director and Director of Operations, as needed
- Provides appropriate assessments and care of the perioperative patient, including but not limited to:
 - Medications
 - Fluid balance and IV therapy
 - Venipuncture
 - Respiratory status and O2 therapy
 - Neurological status
 - 12 lead ECG – performance and interpretation
 - Wound care
 - Vital sign monitoring and recognition of the need for intervention
 - Resuscitation, defibrillation and response to malignant hyperthermia and other emergent situations
- Manages daily staff scheduling and availability of resources and equipment with the Assistant Admin Director
- Managing 4 – 6 OR's
- Supervises 24-hour patient care delivery, through, staffing and processes to ensure efficient and effective operations
- Fosters a fair and open culture that encourages error and near-miss occurrence reporting
- Follows up on all patient concerns in a timely manner and provides service recovery as needed
- Collaborates with the physician dyad and escalates concerns as appropriate



- Maintains current knowledge of changes or updates in technology and techniques
- Utilizes all data to formulate individualized care and plans for transfer to the post-anesthetic recovery room
- Considers the patient's values, preferences, cultural diversity, expressed needs and knowledge in all aspects of care
- Empowers staff to use evidence-based practices to increase understanding of patient's perceptions of care
- Sets priorities in planning care and implementing the medical treatment plan as determined by the physician
- Scrub and circulating skills and abilities for the purpose of training and or absence management
- Monitors availability and maintenance of nursing equipment and supplies
- Collaborates with Purchasing & Procurement Coordinator to order medical supplies ordering
- Assist in Monthly Health & Safety checks (i.e. First Aid, Fire extinguisher checks, etc.)
- Prepare monthly OR log for submission to the corporate office
- Demonstrates caring, respect, compassion, empathy and active listening through dialogue, body language and actions
- Performs activities as requested by the Medical Director & Director of Operations

In conjunction with the Assistant Admin & Assistant Clinical Directors, Medical Directors, Director of Operations & corporate office staff, as required

- Supports implementation of the mission, vision, and objectives of the department, throughout the clinical service and individual patient care units
- Communicates quantitative and qualitative data, including Patient Satisfaction information regarding patient experience and staff engagement to the staff and the clinical leads that result in the development and implementation of an action plan
- Conducts and maintains new Clinical Equipment Evaluation & Existing Clinical Equipment Inventory, Maintenance & Replacement Schedule
- Assists in the management of the Clinical Policy & Procedure Manual including implementation of Infection Control and Best Practice Policies
- Participates in Clinical Risks & Protocol meetings
- Maintains patient/employee confidentiality in the management of information
- Participates in Accreditation activities
- Assists in Clinical Staff Interviews, Orientation, Training & Evaluation and maintains control of established positions
- Manages the recruitment and retention of qualified staff
- Encourages, recognizes and rewards staff participation in quality and safety initiatives, compliance and successes
- Facilitates organizational change initiatives by using effective strategies
- Leads a shared decision-making model by establishing a structure of shared governance, just culture and staff engagement in departmental meetings and initiatives
- Assists in the quarterly and annual inventory exercise
- Assists in annual case costing exercise
- Designs supports and leads a safe, therapeutic and efficient patient-centred care environment for professional practice



- Identifies and investigates issues or variances in practice/operations by participating in the root cause analysis process and implementing corrective action plans
- Participates in interdisciplinary quality improvement teams using the principles of high reliability
- Evaluates nursing staff performance and mentors, coaches, counsels and disciplines staff as needed
- Reviews unit progress, changes, and compliance with quality and safety metrics with clinical nurses and other members of the healthcare team
- Responds to escalations of potential safety hazards or gaps from best practice by correcting concerns following institutional chain of command protocol
- Monitors institutional information technology infrastructure and corrects gaps in clinical nurse documentation
- Leads staff participation in quality and safety initiatives and mandated compliance measures
- Demonstrates accountability for all unit quality and safety practices and compliance, and ensures required evaluation of staff competencies are maintained
- Participates in the preparation, implementation and monitoring of facility budgets, including capital equipment allocation, budget variances, management of overtime and vacancies according to CHN financial goals

Education Requirements:

- Graduate of a recognized Nursing Program
- Current registration as a Registered Nurse (RN), in good standing with the provincial regulatory body/college of nurses
- Completion of an accredited perioperative nursing program is a requirement
- BCLS/ACLS Certified
- Current membership with ORNAC preferred

Experience:

- 5-10 years of progressive and current perioperative nursing experience required
- OR Leadership experience
- Minimum 5 years in a people leader role
- General computer proficiency, including the use of Microsoft Office (Outlook, Word, Excel, PowerPoint, etc.)

Knowledge, Skills, Abilities:

- Assertive and supportive leadership takes initiative and gets things done
- Excellent communication skills, fluent in English
- Demonstrated critical thinking abilities
- Must be driven, organized and detail-oriented
- Adept at facilitating actions and resolving conflicts
- Manages relationships, influences and displays grace under fire
- Excellent organizational and leadership skills
- Outstanding communication and interpersonal skills communicates with ease at all levels
- Knowledge of the medical industry's legal rules, legislation and guidelines



- Strong coaching and mentoring skills a high level of clinical training and proficiency solid business acumen, understanding of budgeting, coordinating schedules, improving patient satisfaction and handling staff issues
- Knowledge of best practices and college/accreditation standards on quality and patient safety

- Ability to build strong physician relationships, collegiality and networking ability
- Demonstrated creativity, innovation and ability to multitask, prioritize and self-direct in a fast-paced environment
- Demonstrated confidence and firm assertive demeanour.
- Willing to travel between two locations (approximately 30 mins.)

Please reach out to Catherine Brownlee for more information catherine@catherinebrownlee.com.