

# BIG SOUTH FORK MEDICAL CENTER

<b>Job Title:</b> Registered Nurse	<b>Dept. Number/Title:</b> Nursing
	<b>Title Reporting To:</b> Nursing Manager
<b>FLSA Status:</b> Non-Exempt	<b>Effective Date:</b> 01/09/2017
<b>Department:</b> Nursing	<b>Department Head:</b> Director of Nursing

**Job Purpose:**

The Registered Nurse renders highly professional and technical nursing care to assigned patients. Provides direct and indirect patient care using the nursing process. Directs and supervises other assigned team members and collaborates with physicians and multi-disciplinary team members to achieve the highest standards of care specific to the age of the patient. Provides patient care/services for all stages of the lifespan including pediatrics, adolescents, adults and geriatrics.

**Accountabilities:**

- I. Practices in accordance with hospital philosophy; Nursing Department's philosophy, goals, and standards of care; State Board of Nursing; State Nursing Practice Act and other regulatory agencies.
- II. Enhances continuity of care by meeting assigned patients' physical and psychosocial needs through utilization of the nursing process.
- III. Ensures a secure and safe patient environment by practicing in accordance with organization and specific unit-specific procedures, and standards of care.
- IV. Establishes a caring, humanitarian environment by providing emotional, psychosocial, and spiritual support to patients and their significant others.
- V. Promotes a patient's well-being, maximal independence, and ability to make informed decisions by teaching, counseling, reinforcing patient/significant others' knowledge and understanding of disease entity, medications, and self care skills.
- VI. Ensures quality patient care is delivered by assuming accountability and responsibility for delivery of care.

Accountabilities: (Continued)

- VII. Promotes a cooperative working environment by utilizing communication skills, interpersonal

relationships, and team building concepts.

- VIII. Participates in cost containment activities.
- IX. Records the Nursing process.
- X. Maintains job-specific competency which addresses effective, safe use of equipment, infection control, disaster training, emergency life-saving procedures (CPR), ACLS, PALS, and patient information management.
- XI. Provides age/developmentally appropriate patient care in accordance with Age-Specific Care Guidelines of the specific age groups served.
- XII. Serves in the coordinating role of charge nurse as outlined in the "Charge Nurse Guidelines" when fully oriented and deemed competent to do so.
- XIII. Serves in the coordinating role of the MDS Coordinator as outlined in the "MDS Coordinators Guidelines".
- XIV. Floats to other areas of the hospital as needed when census dictates other needs of the RN.
- XV. On Call Requirements may apply when census is low.

This Job Description is an overall statement of major accountabilities and duties performed by incumbents in this position. The incumbent may be requested to perform other position-related duties other than those described in this description.

**Major Work Activities:**

- I.1 Demonstrates commitment to hospital and nursing division's philosophy, goals, and standards of care.

- I.2. Demonstrates adaptability and flexibility to changing situations.
- I.3. Demonstrates leadership skills through problem solving abilities and adherence to standards of care.
- II.1. Identifies changes and trends in patient's status.
- II.2. Individualizes the nursing plan of care in collaboration with the patient/significant other and other members of the interdisciplinary team.
- II.3. Implements the interdisciplinary plan of care to improve or maintain patient's mental and physical health.
- II.4. Evaluates patient outcomes and the effectiveness of the plan of care and implements changes as indicated.
- III.1. Practices safety and infection control measures and principles.
- III.2. Completes treatments, medication administration, IV therapy, and equipment use following established standards.
- III.3. Ensures patient comfort and hygiene measures are met to avoid infection or safety hazards.
- III.4. Responds appropriately to emergency situations.
- IV.1. Respects and ensures that all patient rights are protected.
- IV.2. Demonstrates effective communication skills to treat patients/others with dignity and respect.
- IV.3. Communicates procedural information to patient/significant others in a way that emotionally supports.
- V.1. Assesses patient/family learning needs.
- V.2. Plans and coordinates with other disciplines and LPN's to meet learning needs identified.
- V.3. Evaluates the effectiveness of teaching provided.
- V.4. Implements measures to meet patient's discharge needs.

**Major Work Activities:** (Continued)

- VI.1. Manages the delivery of care given by team members.
- VI.2. Communicates patient care strategies and patient problems/needs to co-workers and interdisciplinary team.

- VI.3 Assumes accountability and responsibility for the quality of patient care provided.
- VII.1 Uses courteous, assertive communication skills.
- VII.2 Promotes inter and intra-departmental cohesion.
- VII.3 Fosters peer support and team building through active leadership.
- VIII.1 Conserves resources and uses work time productively.
- VIII.2 Participates actively in cost-saving improvements.
- VIII.3 Ensures productivity of all nursing staff members.
- IX.1 Documents assessments, patient needs, interventions for improving/maintaining patient/family condition to address needs, responses to interventions, teaching provided, and patient status on designated forms.
- IX.2 Documents the ongoing plan of patient care through the use of designated forms and care standards.
- X.1 Completes competency checklist annually or more often as required by department policy.
- X.2 Completes self-evaluation and continuing education on record in an ongoing manner annually. Participates in disaster preparedness training.
- XI.1 Penetrating knowledge of age-specific patient care factors in the Age-Specific Guidelines.
- XI.2 Provides for patient safety, hygiene and personal care with regard to age-specific needs.
- XI.3 Communicating information and conveying patient needs sensitive to age and developmental level of the individual patient/family.
- XI.4. Maintaining competence related to age-specific care.
- XII.1 Assists with management of staff during an assigned shift.
- XII.2 Coordinates unit operation for an assigned shift.
- XIII 1 Coordinates the quality of care for the patients on the floor.
- XIII 2 Develops comprehensive care plan to address residents' needs and medical status.
- XIII 3 Completes Minimum Data Sets for residents accurately and within the state and federal regulation guidelines.

This Job Description is an overall statement of major accountabilities and duties performed by incumbents in this position. The incumbent may be requested to perform other position-related duties other than those described in this description.

### **Job Specifications**

#### **Minimum Level Qualifications**

#### **Education:**

Graduation from an accredited School of Nursing.

**Experience:**

- One (1) year in a hospital setting.
- Refresher course required for nurses who have not worked in an acute setting for five years or more.

**Licensure, Certification, and/or Registration:**

- Current Licensure to practice as a Registered Nurse in the state.
- CPR Certification required or must be obtained within probationary period.
- ACLS preferred for charge nurse role.
- PALS preferred or must be obtained within probationary period.

**Physical Demands:**

- Walking and standing throughout shift.
- Lifting patients with assistance daily.

**Skills and Qualifications:**

- Good interpersonal and communication skills (verbal, non-verbal, and listening skills).
- Ability to provide direct and indirect patient care.

**Physical Demands:**

	Less than 35% of the time	From 35% to 65% of the time	More than 65% of the time	Not Applicable
<b><u>Standing</u></b>			X	
<b><u>Walking</u></b>			X	
<b><u>Sitting</u></b>	X			
<b><u>Bending</u></b>		X		
<b><u>Reaching with Arms</u></b>			X	
<b><u>Finger and Hand Dexterity</u></b>			X	
<b><u>Talking</u></b>			X	
<b><u>Hearing</u></b>			X	
<b><u>Seeing</u></b>			X	

**Lifting/Carrying/Pushing and/or Pulling**

Light Work – Lifting 20 lbs. Maximum  
 Medium Work – Lifting 50 lbs. Maximum  
 Heavy Work – Lifting 100 lbs. Maximum

	X		
X			
	X		

**Work Environment:**

- Clean, well lit, and comfortable climate
- Potential exposure to contamination with blood or bodily fluids, requiring wearing protective equipment.
- Highly stressful, dynamic conditions

**Other Special Characteristics:**

- 1) May be required to work unusual or additional shift hours.
- 2) Works under stressful conditions and in difficult situations.
- 3) Works in a continually changing work environment.
- 4) Ability to communicate well with people in person or over the telephone and with written communication.
- 5) Ability to assess and react to situations.
- 6) Must be motivated and work independently.
- 7) Must be able to perform at a fast pace and/or stressful environment.
- 8) Ability to listen and maintain confidentiality.

*Always present yourself professional with a happy, friendly attitude*

*I have received, reviewed, and fully understand the job description for Registered Nurse. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.*

**Employee Name:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

**Date Signed:** \_\_\_\_\_

\_\_\_\_\_  
**Hospital Administrator** **Date**

Form Number	Origination Date	Revision Date	Obsolete Date	Review Date
	01/10/2017			03/01/2018 js