

Memorial Health Center (Medford, WI)

JOB DESCRIPTION

JOB IDENTIFICATION:

Job Title: Registered Nurse (RN)

Department: Kidney Care

FLSA Status: Hourly

Location/Division: Hospital

Title of Immediate Manager: Kidney Care Manager

JOB SUMMARY:

The Registered Nurse (RN) delivers care to patients utilizing the nursing process of assessment, planning, intervention, implementation, evaluation, and effectively interacts with patients, significant others, and other health team members, while maintaining standards of professional nursing.

QUALIFICATIONS:

Required **Education:**

Graduate of an accredited school of nursing.

Valid registration as an RN in the state of Wisconsin

Current BLS certification

Rhythm interpretation competency required (within a year after hire)

ACLS is recommended within a year

Required **Experience:**

Working knowledge of the nursing process and its application, including the assessment planning, implementation, and evaluation of nursing care.

Preferred **Experience:**

Past work experience in hemodialysis setting.

Desired Abilities, Skill and Knowledge:

- Cardiac rhythm interpretation
- Basic computer skills

Physical/Mental Requirements

Physical Requirements Analysis

Mark all responses using the following codes:

N = Never

O = Occasional, represents 1 to 33% or 1 to 2 hours of an 8 hour workday.

F = Frequently, represents 34 to 66% or 2½ to 5½ hours of an 8 hour workday.

C = Continuously, represents 67 to 100% or 6 to 8 hours of an 8 hour workday.

N	O	F	C	PHYSICAL ACTIVITY
---	---	---	---	--------------------------

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Walking	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Sitting/Standing	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reaching:	Shoulder Height
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Above Shoulder Height
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Below Shoulder Height
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Climbing	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Pulling/Pushing:	25 Pounds or Less
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		25 Pounds to 50 Pounds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Over 50 Pounds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lifting:	25 Pounds or Less
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		25 Pounds to 50 Pounds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Over 50 Pounds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Carrying:	25 Pounds or Less
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		25 Pounds to 50 Pounds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Over 50 Pounds
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Crawling/Kneeling	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Bending/Stooping/Crouching	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Twisting/Turning	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Repetitive Movement	

PHYSICAL EXPOSURE (Mark where applicable with "X")

<input type="checkbox"/> Unprotected Heights	<input checked="" type="checkbox"/>	Infectious Diseases
<input checked="" type="checkbox"/> Lighting: Bright	<input type="checkbox"/>	Harmful Physical Agents:
<input checked="" type="checkbox"/> Dim		Heat/Cold
<input type="checkbox"/> Mechanical Hazards	<input checked="" type="checkbox"/>	Noise
<input type="checkbox"/> Hazardous Substances	<input type="checkbox"/>	Ionizing/Non-Ionizing Radiation

ACCEPTABLE MINIMUM PHYSICAL REQUIREMENTS

<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Poor	<input type="checkbox"/> Blind	Vision
<input checked="" type="checkbox"/> Normal	<input type="checkbox"/> Impaired		Color Vision
<input checked="" type="checkbox"/> Normal	<input type="checkbox"/> Moderate Loss	<input type="checkbox"/> Deaf	Hearing
<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Fair	<input type="checkbox"/> Poor	Manual Dexterity
<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Fair	<input type="checkbox"/> Mute	Talking/Speech

JOB DUTIES AND RESPONSIBILITIES

Organizational:

Respect – We demonstrate respect by:

- Employing methods to honor our patients' rights;
- Being sensitive to individual's beliefs and values;
- Treating customers with compassion, courtesy and dignity, and
- Listening effectively and seeking/providing/accepting constructive feedback.

Accountability – We hold ourselves and one another accountable by:

- Accepting personal responsibility for own actions as it pertains to patient/customer satisfaction and outcomes;
- Complying with statutes, rules and regulations set by regulatory agencies;
- Being responsible to effectively use resources; and
- Ensuring confidentiality.

Innovation – We support a culture of innovation by:

- Striving to be creative;
- Challenging the status quo; and
- Empowering one another to share ideas and think independently.

Service – We are committed to quality service by:

- Striving to exceed customer's expectations;
- Being advocates for optimal outcomes;
- Recognizing and responding to the needs of the community;
- Being responsible to the customer's needs while making decisions that are based upon sound, ethical business principles and practices; and
- Caring equally for all.

Excellence – We promote excellence by:

- Striving to do the best job;
- Maintaining high standards for self and others;
- Continuing to address performance improvement; and
- Supporting a learning environment.

Safety – We are vigilant in our efforts to ensure safety by:

- Supplying ongoing training and education;
- Providing a safe work environment;
- Adhering to and striving to exceed the Healthcare Safety standards; and
- Practicing in a manner that earns community confidence.

Job Specific:

- Utilize the nursing process by demonstrating appropriate assessment, planning, implementation, and evaluation of the patient's care.
- Maintains 15 hours of nursing related continuing education per year.
- Demonstrates the use of the nursing process as it applies to adult, hemodialysis outpatients.
- Demonstrates ability to manage the hemodialysis process and related equipment.
- Demonstrates understanding of the department water treatment and water testing process.
- Communicates effectively both orally with members of the health care team, patient, and significant others and written through complete and timely documentation.
- Teaches patient/significant other appropriate health information based on individual learning needs and evaluates effectiveness of learning.
- Demonstrates knowledge of basic emergency care of patients, and treats the patient appropriately.
- Maintains a clean, comfortable and safe environment for patients, families and staff.
- Demonstrates teamwork by treating coworkers with respect and dignity, consistently working in a positive and cooperative manner, and assisting in the orientation/training of new team members.
- Utilize problem-solving techniques of Plan, Do, Check, Act to achieve performance improvement both within the department and inter-departmentally.
- Attends and participates in at least 75% of unit meetings.
- Demonstrates customer service principles and practices on a daily basis.
- Engages in professional growth and development through participation in educational programs, in-services and workshops and review of current literature.
- Participates in and passes annual Health Stream competencies, as well as department specific mandatory competencies.
- Assists in cost containment through participation in staffing decisions and appropriate ordering and use of supplies and equipment.
- Demonstrates a leadership role through clinical practice, supervision, teaching and research.
- Demonstrates knowledge and understanding of all policies and procedures and the ability to reference them from appropriate books and manuals.
- Demonstrates knowledge and understanding of EPIC and Exalis documentation systems.
- The RN is responsible for all aspects of professional nursing practice and shall abide by the MHC standards of Nursing Practice. The RN oversees the delegated care of patients assigned to LPN's and, CMA / MA's, CNA's and ED Techs, student nurses, EMT's, paramedics by:
 - Providing direction and assistance to those supervised,
 - Observing and monitoring the activities of those supervised and
 - Evaluating the effectiveness of acts performed under supervision.

- The Registered Nurse is directly responsible for ensuring that Assessment, Planning, Intervention and Evaluation are performed in the nursing process. The only portion of the Nursing Process that contains nursing acts that can be delegated to LPN's or less skilled personnel is the Intervention phase, which includes the collection of data (vital signs, I & O, etc.) and other interventions under supervision (e.g. ambulating, PROM, etc.). LPN's and other licensed personnel are trained to provide additional intervention such as medication administration.

Author (name, title, department): Kaaron Keene, VP Patient Care Services

Approval Signatures:

Department Manager

Vice President

Date Initiated: 9/09

Date Reviewed/Revised: 6/10