

Memorial Health Center (Medford, WI)

JOB DESCRIPTION

JOB IDENTIFICATION:

Job Title: Registered Nurse (RN)

Department: Med/Surg

FLSA Status: Hourly

Location/Division: Hospital

Title of Immediate Manager: Medical/Surgical Services Director

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 required within a year following rhythm interpretation for permanent night and Weekend only positions

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 an acute care setting.

Desired Abilities, Skill and Knowledge:

- Cardiac rhythm interpretation
- ACLS certification
- PALS certification
- 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
_____	X	_____	_____	Walking
_____	X	_____	_____	Sitting/Standing
_____	X	_____	_____	Reaching: Shoulder Height
_____	X	_____	_____	Above Shoulder Height
_____	X	_____	_____	Below Shoulder Height
_____	X	_____	_____	Climbing
_____	X	_____	_____	Pulling/Pushing: 25 Pounds or Less
_____	X	_____	_____	25 Pounds to 50 Pounds
_____	X	_____	_____	Over 50 Pounds
_____	X	_____	_____	Lifting: 25 Pounds or Less
_____	X	_____	_____	25 Pounds to 50 Pounds
_____	X	_____	_____	Over 50 Pounds
_____	X	_____	_____	Carrying: 25 Pounds or Less
_____	X	_____	_____	25 Pounds to 50 Pounds
_____	X	_____	_____	Over 50 Pounds
_____	X	_____	_____	Crawling/Kneeling
_____	X	_____	_____	Bending/Stooping/Crouching
_____	X	_____	_____	Twisting/Turning
_____	X	_____	_____	Repetitive Movement

PHYSICAL EXPOSURE (Mark where applicable with "X")

_____ Unprotected Heights	_____ X _____ Infectious Diseases
_____ X _____ Lighting: Bright	_____ Harmful Physical Agents:
_____ X _____ Dim	Heat/Cold
_____ Mechanical Hazards	_____ X _____ Noise
_____ Hazardous Substances	_____ Ionizing/Non-Ionizing Radiation

ACCEPTABLE MINIMUM PHYSICAL REQUIREMENTS

_____ X _____ Good	_____ Poor	_____ Blind	_____ Vision
_____ X _____ Normal	_____ Impaired	_____ Deaf	_____ Color Vision
_____ X _____ Normal	_____ Moderate Loss	_____ Poor	_____ Hearing
_____ X _____ Good	_____ Fair	_____ Mute	_____ Manual Dexterity
_____ X _____ Good	_____ Fair		_____ 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 on a wide-range of patient ages, from pediatrics and adolescents through adults and geriatrics.
- 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 cardiac monitoring, identifies dysrhythmias, and treats the patient appropriately.
- Maintains a clean, comfortable and safe environment for patients, families and staff in accordance with Hospital Operations.
- 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 competencies in Infection Control and Standard Precautions, Fire and Safety, and Patient Rights, 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 computer system.
- Oversees all aspects of professional nursing care, including supervising and evaluating nursing care. The RN oversees the nursing care of patients assigned to SNI, LPN's and CNA's.

Author: Sandra Clarke, RN, Med/Surg

Approval Signatures:

Department Director

Vice President

Date Initiated: 8/01

Date Reviewed/Revised: 12/01; 2/03; 2/05; 7/06; 10/07; 2/08; 3/09