

MARQUETTE GENERAL HEALTH SYSTEM

JOB DESCRIPTION

POSITION: RN (Staff Nurse) DEPARTMENT: Nursing (6000) 8600

SUPERVISED BY: Clinical Dir./Clinical Mgr SUPERVISES: None

EFFECTIVE DATE: January 1, 1995 JCC: 0100

REVIEW DATE: 12/95; 2/97; 5/99; 8/99; 9/01; 11/02; 10/07; 3/10 REVISED DATE: 12/95; 5/99; 8/99; 10/07; 3/10

PREPARED BY: Robin Waters RWaters TITLE: Dir, Nursing

RECOMMENDED BY: Dagmar Raica Raica TITLE: Vice President/CNO

APPROVED BY: David S. Smith DS TITLE: Senior Director/Human Res.

POSITION SUMMARY:

Provides professional nursing care to assigned patients; coordinates care planning with other disciplines and supervises other health care team employees, i.e., LPNs, etc. . .

POSITION ACCOUNTABILITIES/COMPETENCIES**:

Meets Does Not Meet*

- 1. Maintains established hospital and departmental policies and procedures, objectives, performance improvement program, safety, environment of care, management of information, and infection control standards. (1,5)
2. Utilizes excellent customer service skills at all times.(1,5)
3. Complies with federal and state law and accrediting and licensing agencies at all times, to include but not limited to, JCAHO and federal compliance regulations. (1,5)

STANDARDS OF PRACTICE

A. ASSESSMENT

- 4. Collects health data in a systemic and ongoing manner involving the patient, family, and other health care providers in an age-specific and culturally sensitive manner. (1,2,3,4,5,8)
5. Determines the priority of data collection based on the patient's immediate condition or needs. (1,2,3,4,5)
6. Documents relevant data in a retrievable form.(1,3,5)

B. DIAGNOSIS

7. Derives problem lists from the assessment data. Validates with the patient, family, and/or other healthcare providers and documents. (1,2,3,4,5)

C. OUTCOME IDENTIFICATION

8. Defines expected outcomes that involve the patient, patient's family and other health care providers, in terms of the patient, patient's values, ethical considerations, environment, or situation with such consideration as associated risks, benefits and costs, and current scientific evidence. (1,2,3,4,5)
9. Determines and documents expected outcomes that are culturally appropriate, realistic, attainable, and measurable. (1,2,3,4,5)

D. PLANNING

10. Individualizes a plan of care with the patient, family, and other health care providers that prescribe interventions to attain expected outcomes. (1,2,3,4,5)
11. Develops a plan of care that establishes priorities, provides for continuity, and is documented. (1,2,3,4,5)

E. IMPLEMENTATION

12. Implements the plan of care in a safe, timely, and appropriate manner and documents interventions. (1,5)
13. Coordinates, collaborates, and delegates in care delivery. (2,5)
14. Employs health teaching and health promotion strategies. (2)

F. EVALUATION

15. Evaluates the patient's progress toward attainment of outcomes and includes the patient, family, and other health care providers as appropriate. (1,2,3,4,5,8)
16. Documents the patient's responses to the interventions, and revised the plan of care to meet the patient's changing needs. (1,2,3,4,5,8)

PROFESSIONAL PERFORMANCE STANDARDS

A. QUALITY OF CARE

- 17. Participates in the evaluation of the quality and effectiveness of nursing practice, and utilizes the results of quality and effectiveness from nursing practice to modify their own practice. (1,2,3,4,5,8)
- 18. Demonstrates willingness to support change for the improvement of patient care and unit operation. (5)

B. PRACTICE EVALUATION

- 19. Evaluates own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations, in an age-specific and culturally sensitive manner. (5)
- 20. Engages in performance appraisal on a regular basis, identifying areas of strength as well as areas for professional development. Takes action to achieve identified goals. (5)
- 21. Acquires and maintains current knowledge and competency in nursing practice. (5)

C. EDUCATION

- 22. Participates in ongoing educational activities related to clinical knowledge and professional issues. (5)
- 23. Complies with mandatory continuing education requirements to maintain licensure and meet job requirements. (5)
- 24. Seeks experience that reflects current clinical practice in order to maintain current clinical skills and competence. (5)

D. COLLEGIALITY

- 25. Interacts with, and contributes to, the professional development of peers and other health care providers as colleagues. (5)
- 26. Contributes to an environment that is conducive to the clinical education of nursing students, other health care students, and other employees, as appropriate. (5)
- 27. Contributes to a supportive and healthy work environment. (5)

E. ETHICS

- 28. Utilizes the American Nurses Association's Code of Ethics for Nurses and the hospital ethics committee to guide practice. (5)
- 29. Maintains patient confidentiality within legal and regulatory parameters. (5)
- 30. Acts as a patient advocate, and assists patients in developing skills so they can advocate for themselves. (2,3,5)
- 31. Delivers care in a manner that is culturally sensitive and preserves patient autonomy, dignity, and rights. (1,2,3,4,5,8)
- 32. Maintains a therapeutic and professional patient-nurse relationship with appropriate professional role boundaries. (1,2,3,4,5,8)
- 33. Reports illegal, incompetent, or impaired practices. (5)

F. COLLABORATION

- 34. Communicates with the patient, family and other health care providers regarding patient care and the nurse's role in the provision of that care. (3,5)
- 35. Communicates and documents referrals including provisions for the continuity of care. (5)

G. RESEARCH

- 36. Utilizes current research findings and current practice guidelines to strengthen patient care. (5)
- 37. Participates in data collection (surveys, pilot projects, or formal studies). (2,5)
- 38. Uses research findings in the development of policies, procedures, and quality improvement efforts. (5)

H. RESOURCE UTILIZATION

- 39. Considers factors related to safety, effectiveness, and cost in planning and delivering patient care. (5)

40. Assigns or delegates tasks consistent with organizational policies, procedures, legal, and regulatory requirements, according to knowledge and skills of the designated caregiver. (5)
- I. LEADERSHIP
41. Directs the coordination of care across settings and among caregivers, including oversight of licensed and unlicensed personnel in any assigned or delegated tasks. (2,3,5)
42. Serves in key roles in the work setting by participating in committees, councils, etc. (5)
43. Teaches others to succeed by mentoring, to include sharing knowledge, skills, and teambuilding. (2)
44. Promotes advancement of the profession through involvement with professional organizations. (2)

Resource: Nursing: Scope and Standards of Practice: ANA, 2003 and Code of Ethics for Nurses with Interpretive Statements: ANA, 2001.

*Comment or data needed to support this.

**Those activities that employees are required to and able to perform independently following procedure and/or criteria

POSITION QUALIFICATIONS:

Minimum Education:

- Associates Degree in Nursing

Preferred Education:

- BSN
- Certification in area of specialty

Minimum Experience:

- Basic computer skills

Required Certification/Registration:

- Registration and current RN license
- BCLS certification

Physical Demands:

- Heavy physical effort (lift/carry up to 50 lbs.)
- Occasional extremely heavy physical effort (lift/carry 50 lbs. or more)
- Prolonged, extensive, or considerable standing/walking
- Lifts, positions, pushes and/or transfers patients/equipment
- Manual dexterity and mobility
- Considerable reaching, stooping, bending, kneeling, and crouching

Working Conditions:

- Regularly exposed to the risk of bloodborne diseases
- Contact with patients under wide variety of circumstances
- Exposed to unpleasant elements (accidents, injuries, and illness)
- Subject to varying and unpredictable situations
- Handles emergency or crisis situations
- May perform emergency care
- Occasionally subjected to irregular hours
- Occasional pressure due to multiple calls and inquiries

(1) The performance of this function is the reason that the job exists and is a critical activity.
(2) There are limited employees among whom the performance of this function can be distributed.
(3) This function occupies a great deal of the employee's time.
(4) This function is highly specialized. Employees are hired for the skill/ability to perform this.
(5) Failure to perform this function may have serious consequences.
(8) Exposure to bloodborne pathogens that requires use of personal protective equipment.