



**JOB DESCRIPTION AND CRITERIA-PERFORMANCE BASED STANDARDS**

<b>JOB TITLE:</b>	Registered Nurse	<b>JOB GRADE:</b>	15
<b>DEPARTMENT:</b>	Medical-surgical	<b>JOB CLASS:</b>	Non-exempt
<b>REPORTS TO:</b>	Unit Director	<b>APPROVAL:</b>	_____
<b>ORIGINATOR:</b>	D. Ellison, BS, RNC MS Fischer, MS, RN	<b>DATE:</b>	1/1993
		<b>LAST REVISED:</b>	2013

**Main Function:** Responsible for delivery of patient care utilizing the nursing process of assessment, diagnosis, planning, implementation and evaluation. Prescribes, delegates and coordinates nursing care provided to patients, maintaining the standards of professional nursing practice.

**Required Job Specific Competencies :** Demonstrates a knowledge base of scientific principles of nursing practice that guide judgement and critical thinking skills within the framework of the nursing process; provides care in a safe manner cognizant of available resources; ability to establish a therapeutic nurse/patient relationship. Systematically evaluates the quality and effectiveness of nursing practice. Demonstrates the ability to work independently and exhibits flexibility in decision making and prioritizing. Demonstrates the ability to develop and maintain collaborative working relationships. Exhibits leadership skills through appropriate delegation. Actively guards the confidentiality of sensitive information including but not limited to the patients, staff and the Health System. Demonstrates knowledge and skills necessary to provide care appropriate to the age of the patient.

Lives the CARES values at all times.

**Qualifications:**

- Holds a NYS license as a registered nurse.

**Education:**

- A graduate of an approved school of nursing or having met requirements of the New York State education department is eligible for licensure, or currently holds a NYS license or permit as a registered nurse.

**Experience:**

- New graduates may be hired into a position pending determination by nurse manager
- Medical-surgical nursing experience preferred.

**Complexity of Duties:**

- Works independently using sound clinical and critical thinking skills to provide a safe environment for patients and associates
- Coordinates care for multiple patients collaborating with the interdisciplinary team.

**Supervisory Responsibility/Supervision Received:**

- May function as a Resource Nurse delegating and overseeing patient care needs to other RNs, LPNs, nurse aides, volunteers and outside agency staff. (minimal level II RN)
- May function as a Preceptor and Mentor for other nursing staff.

**Organization Impact:**

- Clinical errors place the organization at risk

**Contact with Others:**

- Contact with patients, families, visitors, Associates in other departments and medical staff.

**Working Conditions/Hazards/Equipment & Machinery Used:**

- Stands and walks for long periods of time. Must be able to lift, push and pull heavy weights during patient care. Works in well lighted, well ventilated areas. May be subject to temperature variables. Frequently exposed to disagreeable odors, sights, sounds, body wastes, blood etc. Exposed to emotional stresses associated with the care of the ill and dying. May be exposed to infectious diseases, muscle strain or injury from patients that may fight, kick, bite, scratch etc.

**Employment variables:**

- Nursing staff work approximately 50% of the weekend and holiday time. They are assigned to a primary unit and shift rotation. They will be expected to float to similar units on a temporary basis as needed and may be asked to work a shift not normally assigned.

**Key Responsibilities**

<b>Responsibilities/standards</b>	<b>% Time</b>
Assesses patient status on admission and makes appropriate referrals; then reassesses throughout the hospitalization.	20
Identifies nursing diagnosis based on patient assessment.	10
Develops and implements a written plan of care including long and short range goals and nursing action based on nursing diagnosis and includes the patient and family in formulating the plan of care.	10
Administers medication and intravenous solutions accurately with attention to allergies, interactions, and physiological effect	10
Demonstrates age-specific competencies in the care of patients: — Neonate                      — School-Age Child — Infant                         — Adolescent — Toddler                     — Adult — Pre-School                 — Geriatric	
Documents all care, observations, response to treatment and patient feedback utilizing all specialized documentation records per policy and writes narrative notes related to identified nursing diagnosis, "numbering" accordingly.	20
Documents clear discharge instructions and reviews these with the patient and/or significant other on discharge. Assures that they understand instructions.	5
Provides for the identified health education and other learning needs of the patient, family or significant other, new orientees, and hospital ancillary personnel.	5
Participates in patient care conferences or unit-sponsored	5

In-services on a regular basis.	
Participates in the unit base Quality Improvement program.	5
Is able to assume a leadership position and serves as a professional role model.	5
Assumes the additional duties of Resource RN following Orientation.	5

Discussed with Associate:

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Associate Signature

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Department Leader Signature

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Date

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Date