

REPORTS TO:	Medical Surgical Manager
REVISED:	09/2021, 05/2024
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

Provides direct and indirect patient care in the Medical and Surgical areas and in the ER as needed. Is responsible and accountable for the delivery of patient care during the patient stay. Performs general nursing duties with minimal supervision and is able to work with the age specific populations according to the setting. Assists and directs the work of the support staff in the provision of care while maintaining professional nursing standards. Responsible for ADVANCING EXCEPTIONAL CARE through the implementation of policies, protocols, and practice guidelines; participating in rigorous performance improvement monitoring and staff education.

QUALIFICATIONS:

Education and/or Experience

- Graduate from an approved school/college of nursing

Certificates, Licensure, Registrations

- Currently licensed as a Registered Nurse in the State of Iowa or compact state
- For job-specific certifications refer to the [Education Certification Requirements by Job Category](#): Med/Surg RN

Essential Job Duties and Responsibilities	
1.	<p>Provides competent patient care by obtaining and utilizing clinical/critical thinking skills in appropriately interpreting data, making appropriate decisions based on demonstrated knowledge of age-specific growth and development, and appropriately adapting procedures and treatments.</p> <ul style="list-style-type: none"> • Identifies and recognizes abnormal symptoms/changes in patient condition, established priorities, and takes appropriate action. • Carries out providers orders accurately and timely. • Performs nursing interventions per standard of care. • Performs, delegates, and supervises patient care activities within the scope of practice to meet the patient care needs for the above indicated population. • Triage emergency situations appropriately and initiates or assists in patient care in an effective and responsive manner • Performs and/or assists in emergency treatment as required in accordance with RN scope of practice.

Essential Job Duties and Responsibilities	
	<ul style="list-style-type: none"> • Follows emergency policies, procedures, and protocols in an effective manner. • Serves as a steward for the hospital's human and material resources. Meets productivity expectations of unit/department as defined by nurse manager.
2.	<p>Utilizes the nursing process, for the performance of patient care, to assess, plan, intervene, and evaluate patient care to achieve prioritized patient outcomes.</p> <ul style="list-style-type: none"> • Assess the patient's physical, psychosocial, environmental, social, and educational needs. • Develops and implements patient's plan of care, including the education and discharge plan based on evidence-based practice standards, health center policy and patient/family needs in collaboration with healthcare team. • Reviews and updates the plan of care based on changes in patient's condition. • Evaluates and documents patient/family responses to nursing interventions while working collaboratively with the interdisciplinary team to achieve desired patient care outcomes.
3.	<p>Effectively communicates with all members of the healthcare team.</p> <ul style="list-style-type: none"> • Communicates pertinent patient condition changes to co-workers and to multidisciplinary care givers. • Demonstrates positive, caring communication with patients, visitors, and coworkers while refraining from negative, unprofessional conversations. • Utilizes SBAR format when communicating to other healthcare workers. • Utilizes AIDET communication standards: Acknowledge, Introduce, Duration, Explanation, and Thank You. • Proactively communicates safety concerns to leaders
4.	<p>Documents patient information in the electronic/paper medical record in an accurate and timely manner</p> <ul style="list-style-type: none"> • Strive to "tell the story" of the patient's experience by documenting ongoing assessments of patient status that reflect nursing interventions, patient responses, patient teaching and status of outcomes at discharge. • Documents objectively, striving to tell the story of the patient condition and experience in a manner that is free from personal perspective. • Assist in Medication Reconciliation on admission, daily and upon discharge. • Completes necessary paperwork to facilitate billing and charging. • Maintains active logins/passwords for computer software system that support patient care and education. • May assist in patient registration, verifying patient demographic information and obtaining copies of insurance cards and driver's license as indicated.
5.	<p>Promotes and ensures patient and employee safety in performance of all responsibilities.</p>

Essential Job Duties and Responsibilities	
	<ul style="list-style-type: none"> • Administers medications, treatments, and procedures in a timely and safe manner according to provider orders and nursing policies. • Demonstrates proficient technical/clinical skills and operational knowledge of equipment on unit. • Works within Scope of Practice. • Performs skills and duties assigned competently. • Utilizes proper body mechanics, transfer/lifting techniques, and appropriate equipment to minimize fall risk to patient and injury to self. • Proactively identifies safety concerns surrounding the work environment, acts as needed to secure the safety risk, and communicates these concerns with the appropriate department to correct the situation • Supports and abides by all CRHC departmental and safety policies and procedures. • Assist with unit coordinator duties as needed
6.	<p>Participates in CRHC'S Quality program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> • Demonstrates a commitment to the practices of Quality Improvement (QI). • Regularly attends Department huddles • Completes tasks as outlined on Department Huddle Board
7.	<p>Performs other duties as assigned.</p>

ESSENTIAL Work Environment & Physical Requirements:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Activity	Not Applicable	Occasionally (0-35% of day)	Frequent (36-66% of day)	Continuous (67-100% of day)
Sitting		X		
Standing			X	
Walking			X	
Climbing	X			
Driving	X			
Lifting (floor to waist level)		40 lbs.	50 lbs.	10 lbs.
Lifting (waist level and above)		40 lbs.	50 lbs.	10 lbs.
Lifting (shoulder level and above)		40 lbs.	50 lbs.	10 lbs.
Carrying objects			X	
Push/pull		150 lbs.	100 lbs.	50 lbs.
Twisting		X		
Bending			X	
Reaching forward			X	
Reaching overhead		X		
Squat/kneel/crawl		X		
Wrist position deviation			X	
Pinching/fine motor activities			X	
Keyboard use/repetitive motion				X

Sensory Requirements	Not Applicable	Accurate 20/40	Very Accurate 20/20
Near Vision		X	
Far Vision		X	
Color Discrimination			X
Depth Perception		X	
Hearing		X	

Environment Requirements <i>Occupational Exposure Risk Potential</i>	Not Anticipated	Reasonably Anticipated
Bloodborne Pathogens		X
Chemical		X
Airborne Communicable Disease		X
Extreme Temperatures	X	
Radiation		X
Uneven Surfaces or Elevations	X	
Extreme Noise Levels		X

Dust/Particulate Matter				X
Other (List)				
Shift Requirements	8 hrs/day	10 hrs/day	12 hrs/day	Other (varied)
Usual workday hours			X	
	Not Applicable	Yes	No	
Regular, punctual attendance for assigned shifts		X		
Available to work overtime		X		

ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____