

JOB TITLE: REGISTERED NURSE

DEPARTMENT: Medical Surgical**MANAGEMENT: No****SUPERVISES: No****CLASSIFICATION: Non Exempt****REPORTS TO: DIRECTLY: Charge Nurse/Supervisor/Manager
INDIRECTLY: Director of Nursing**

JOB SUMMARY: Provides direct and indirect patient care in the hospital setting. Communicates with physicians/nurse manager/co-workers, as appropriate about changes in patient's condition including results of diagnostic studies and symptomology. Is able to respond quickly and accurately to changes in condition or response to treatment. Additionally, is able to perform general nursing duties in all departments with adequate supervision to include the duties of the Registered Nurse.

QUALIFICATIONS: **Education/Certification:** Graduate of an accredited RN program. Current RN licensure in the state of Idaho. Current BLS. Successful completion of ACLS and PALS courses are recommended but not required. Completion of the basic dysrhythmia class is also recommended but not required.

Experience: None required

Equipment/Technology: Basic computer knowledge and is able to demonstrate understanding of basic computer documentation systems as needed. Has the ability to learn and increase competence regarding patient care and equipment within unit.

Language/Communication: Has the ability to communicate effectively and clearly with many different people (patients, families, visitors, members of the interdisciplinary team and others).

Mathematical Skills: Knowledge of basic nursing medication calculations and the ability to educate nursing staff regarding medication calculations.

Mental Capabilities: Has the ability to apply the critical thinking process. Able to function in a high stress environment and is able to prioritize information related to safe patient care, to treatment plans, and follow-up.

Interpersonal: Has the ability to collaborate within the many different areas necessary but can independently reference essential material. Is able to establish good working relationships with those around them.

Performance: Has the ability to meet the standards in reference to professionalism and competence.

PHYSICAL DEMANDS: For the minimum physical demands required to complete the essential functions for this position, including vision, hearing, repetitive motion and environment, see the description following.

DUTIES AND RESPONSIBILITIES:

Medical Surgical Registered Nurse

1. Ability to perform a head-to-toe assessment on all patients and reassessments as per policy. This includes: pediatric, geriatric and the general adult patient population.
2. Ability to adequately assess and reassess pain. Utilizes appropriate pain management techniques. Educates the patient and family regarding pain management.
3. Ability to revise plan of care as indicated by the patient's response to treatment and evaluate overall plan daily for effectiveness.
4. Ability to perform glucometer testing (point-of-care testing) per Clinical Laboratory's and the patient care unit's policies and procedures.
5. Ability to interpret results of waived tests; take appropriate action on glucometer test results.
6. Performs patient care responsibilities considering needs specific to the standard of care for patient's age.
7. Knowledge of medications and their correct administration based on age of the patient and their clinical condition.

8. Follow the five 5 medication rights and reduce the potential for medication errors.
9. Formulates a teaching plan based upon identified learning needs and evaluates effectiveness of learning, family is included in teaching as appropriate.
10. Demonstrates an ability to assist physicians with procedures and performs services requiring technical and manual skills.
11. Demonstrates ability to perform treatments and provide services within scope of practice.
12. Treats patients and their families with respect and dignity. Identifies and addresses psychosocial, cultural, ethnic and religious/spiritual needs of patients and their families.
13. Interacts professionally with patient/family and involves patient/family in the formation of the plan of care.
14. Demonstrates knowledge of the principles of growth and development over the life span and the skills necessary to provide age appropriate care to the patient population served. Able to interpret data about the patient's status in order to identify each patient's age specific needs and provide care needed by the patient group.
15. Performs all aspects of patient care in an environment that optimizes patient safety and reduces the likelihood of medical/health care errors.
16. Consults other departments as appropriate to provide for an interdisciplinary approach to the patient's needs. Once established, attends Patient Care Conference as scheduled.
17. Communicates appropriately and clearly to Med Surg Manager/Supervisor, charge nurse, co-workers and physicians.
18. Maintains a good working relationship both within the department and with other departments.
19. Identifies and addresses psychosocial needs of patients and family; communicate with Social Service and other Ancillary Departments as needed, regarding both in-hospital and post-discharge needs.
20. Documentation meets current standards and policies, this includes barcode scanning.
21. Manages and operates equipment safely and correctly.
22. Coordinates and supervises patient care as necessary. Communicates clear and concise needs to CNA for patient care.
23. Demonstrates an ability to be flexible, organized and function under stressful situations.
24. Adheres to dress code; appearance is neat and clean.

25. Completes annual education requirements.
26. Maintains regulatory requirements.
27. Maintains patient confidentiality at all times.
28. Reports to work on time and as scheduled, completes work within designated time.
29. Wears identification while on duty, uses computerized time clock system correctly.
30. Attends annual review and department in-services, as scheduled.
31. Attends at least 85% of staff meetings annually.
32. Represents the organization in a positive and professional manner.
33. Actively participates in performance and quality improvement activities.
34. Complies with all organizational policies regarding ethical business practices.
35. Demonstrates ability to assist physician with procedures and performs services requiring technical and manual skills.
36. Provide leadership and guidance to the LPN, provides oversight to LPN as directed per facility requirements.
37. Required to check emails and be responsible for its content at least once per week.



Idaho Falls Community Hospital

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PHYSICAL DEMANDS

On-the-job time is spent in the following physical activities
Show the **minimum** amount of time by checking the appropriate boxes below.

--Minimum Amount of Time--

	None	up to 1/3	1/3 to 1/2	2/3 and more
Stand:				X
Walk:				X
Sit:			X	
Talk or hear:				X
Use hands to finger, handle or feel:				X
Push/Pull:			X	
Stoop, kneel, crouch or crawl:			X	
Reach with hands and arms:				X
Taste or smell:		X		

This job requires that weight be lifted or force be exerted. Show how much and how often by checking the appropriate boxes below.

--Minimum Amount of Time--

	None	up to 1/3	1/3 to 1/2	2/3 and more
Up to 10 pounds:				X
Up to 25 pounds:				X
Up to 50 pounds:				X
Up to 100 pounds:		X		
More than 100 pounds:	X			

This job has special vision requirements. Check all that apply.

- ☒ Close Vision (clear vision at 20 inches or less)
- ☒ Distance Vision (clear vision at 20 feet or more)
- ☒ Color Vision (ability to identify and distinguish colors)
- ☒ Peripheral Vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- ☒ Depth Perception (three-dimensional vision; ability to judge distances and spatial relationships)
- ☒ Ability to Adjust Focus (ability to adjust eye to bring an object into sharp focus)
- ☐ No Special Vision Requirements
- ☒ Hand-Eye Coordination

Specific demands not listed:

Note: Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

WORK ENVIRONMENT

This job requires exposure to the following environmental conditions.

Show the **minimum** amount of time by checking the appropriate boxes below.

--Minimum Amount of Time--

	None	up to 1/3	1/3 to 1/2	2/3 and more
Wet, humid conditions (non-weather):		X		
Work near moving mechanical parts:		X		
Fumes or airborne particles:		X		
Toxic or caustic chemicals:		X		
Outdoor weather conditions:		X		
Extreme cold (non-weather):	X			
Extreme heat (non-weather):	X			
Risk of electrical shock:			X	
Work with explosives:	X			
Risk of radiation:		X		
Vibration:	X			
Blood-borne Pathogens:				X

The typical noise level for the work environment is:

Check all that apply.

- ☒ Very Quiet
- ☐ Loud Noise
- ☐ Quiet
- ☐ Very Loud Noise
- ☒ Moderate Noise

Hearing:

- ☒ Ability to hear alarms on equipment
- ☒ Ability to hear client call
- ☒ Ability to hear instructions from physician/department staff

REPETITIVE MOTION ACTIONS

--Minimum Number of Hour--

Repetitive use of foot control

	0	1-2	3-4	5-6	7+
A. Right only					
B. Left Only					
C. Both		X			

Repetitive use of hands

	0	1-2	3-4	5-6	7+
A. Right only					
B. Left Only					
C. Both				X	

Grasping: simple/light

	0	1-2	3-4	5-6	7+
A. Right only					
B. Left Only					
C. Both			X		

Grasping: firm/heavy

	0	1-2	3-4	5-6	7+
A. Right only					
B. Left Only					
C. Both		X			

Fine Dexterity

	0	1-2	3-4	5-6	7+
A. Right only					
B. Left Only					
C. Both				X	

I have read this description of the job title **Medical Surgical Registered Nurse** and understand the functions and objectives of the position. I certify that I am able to perform the same. I understand that this job description cannot anticipate all physical and mental requirements that may come up in the daily assignment of the job and that I am also accountable for minor duties and responsibilities as assigned or deemed necessary.

Employee Name (Print)

Employee Signature

Date



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Employee signature below constitutes employee's understanding of the requirements, essential functions, duties and expectations of the position.

Job Title: **Medical Surgical Registered Nurse**

Employee

Date

Manager

Date

Nothing associated with this job description and/or its addendum and nothing contained in this document, is intended to create an employment contract or to convert at-will employment to a specified period of time.